MINUTES
EXECUTIVE COUNCIL MEETING
THURSDAY, APRIL 19, 1990
BOSTON TEACHERS UNION HALL

PRESENT:

President Osborn, Secretary-Treasurer Haynes, Executive Vice Presidents Lydon, Faherty and Farmer, Vice Presidents Alman, Cardinal, Chirillo, Devlin, Donegan, Joyce, Kerr, Leahy, LeBlanc, Mahar, Mills, Mullane, Ollivierre, Rodriques, Romano, Simmons, Thompson, and Williams.

ABSENT:

Vice President Abdow (ub), Burke (ub), Butler (ub), Chigas, Ciejka (ill), Collins (ub), Conley, Dart (ub), Dimitropolis (ub), DeRosa (ub), Ferris (ub), Foley (ub), Irvin (ub), McDevitt (ill), Phinney (ub).

The Council meeting was opened with a prayer by V.P. Leahy.

MMS to accept the Minutes of the March 15, 1990 Council meeting. So voted.

At this time, President Osborn advised the Vice Presidents of receiving letters of resignation from V.P. Walsh and V.P. Chigas and read each one to the Vice Presidents.

MMS to accept, with regrets, both letters of resignation. So voted.

President Osborn referred to the report of the Executive Officers recommendations.

MMS to accept the recommendations of the Executive Officers. So voted.

PRESIDENT'S REPORT:

President Osborn advised the Council members of his activities since the March 15th Council meeting as follows:

Attended a Harvard Trade Union dinner as part of the Council's efforts of reviving past relationships and noted he was hopeful that both the relationship with the HTUP and the Scholarship Program would be improved and increased.

At this time, President Osborn interrupted his report in order to introduce and administer the oath of office to Sandra Felder of SEIU, Local 509 and Robert Bryant, President of the State Council of Carpenters. Both were duly sworn in as Vice President's on the Massachusetts AFL-CIO Council.

At this time President Osborn called the meeting back to the regular order of business.

The President reported on attending and speaking at a one day conference held by the Pioneer Valley Central Labor Council and congratulated V.P. Thompson on putting on an in-depth and well attended conference. He further noted this CLC holds many conferences and legislative meetings and its high participation and attendance reflects the activity of the PVCLC.

President Osborn advised attending and addressing the Convention of the State Council of Carpenters and thanked V.P. Bryant for the invitation and warm reception he received.

He further reported on meeting with representatives of the Farmers Union regarding assistance in putting together meetings of family farmers in this area for the National Farmers Union; he noted that the National Farm Bureau does not look favorable to this group's organizing or to organized labor in general and further advised the Council would be in touch with them to be of help in other campaigns.

On the National COPE Roadshow that was held at the Copley Plaza, April 10th, President Osborn advised that the Council provided an update on our legislative programs and had active representation present and that Legislative Director Foley and Staff Representative Richard Rogers also attended. He further noted that as a result of the Mass. AFL-CIO being in the forefront of COPE programs, we have received special privileges and consideration from the National AFL-CIO. He further noted that Madeline Matchko, Region 8 COPE Director is retiring and that Michael Noonan has been named to replace her and that Sister Matchko worked out of the Connecticut area and that Brother Noonan would be assigned to Frank Myers, Region 8 Boston Office and that the Mass. AFL-CIO would be seeing more of the newly appointed COPE Director for this Region in that he would be working out of Boston.

President Osborn reported testifying on behalf of the employees of the Norton Company in Worcester against that company's takeover by BTR and noted it was the proper gesture of the Mass. AFL-CIO to speak out against this hostile takeover attempt.

The President noted that he had hoped V.P. Burke would be at this Council meeting, in that announcements by the press had been made this morning that the Courts had moved to replace Frank Lorenzo from Eastern Airlines do to his incompetence and mounting debts. President Osborn further commented that VP Burke and the strikers should feel very proud of their pledge to last one day longer than Frank Lorenzo and that they had taken on corporate America and were willing to sacrifice and in fact still are sacrificing.

President Osborn reported on the meetings of the Mass. -AFL-CIO Workers Compensation Committee and on the meetings of the Workers Compensation Advisory Council and noted that Legislative Director Foley is participating in various other workers compensation committee meetings. He further noted that hundreds of new benefits had been put in by the reform and now the lawyers are attempting to put pieces their back in. President Osborn reported that one of the discussions taking place involves the question of whether the conciliation process is working up to its potential. He reported that as a member of the Advisory Council he is in favor of conciliation because it settles 50% of the cases; structures the case for review; and secures the appropriate documents needed in processing cases. Osborn reported that he had attended his fourth meeting on the second injury fund and on the question of who pays for the second injury and advised that representatives of management, AIM, the Insurance industry and lawyers participated. The President noted that after hours of meeting and discussion, all participants agreed no one knew any more about the second injury fund. President Osborn informed the Council members that some people question the past workers compensation reform and he wanted the Vice Presidents to know that as a result of such reform efforts cases are being handled with a 6 to 7 month wait which was down from the 18 month to 2 year waiting period of the past; that some of the benefits have doubled as the results of the reform and that the present system is one of the better ones in the Country as a result of the reform.

President Osborn reported on attending strategy meetings regarding the Greyhound strike and thanked VP Cardinal for use of his office space for such meetings. He noted there was disappointment in the numbers in the picket lines and the problems of the Greyhound worksites being spread out to many areas and that they were part of a small International Union and that the Council is attempting to help the Greyhound workers out via the Mass. AFL-CIO Food Bank. He further reported that over \$25,000 had been raised and assistance had been given to the Eastern Airlines Strikers, IUE strikers, SS Pierce strikers Teamsters strikers and Greyhound strikers. He thanked the members of the Executive Council for their financial support of the Food Bank and once a year contributions to it.

President Osborn reported attending the graduation ceremonies of the HTUP and that Richard Guiney, of Local 589 had been the recipient of the Mass. AFL-CIO scholarship to this program.

In the political arena, the President advised the Vice Presidents on meeting with Senator Golden and Representative Clapprood, both candidates for Lt. Governor; on meeting with John Silber again and noted that he was willing to meet with any candidate for office and advised on an upcoming meeting with D.A. William Delahunt from the Frank Bellotti campaign.

President Osborn reported on attending and addressing the Massachusetts Building Trades Convention held in Lowell; on

meeting with Gary Saunders from the Park Plaza Hotel to discuss past problems and that the Council is locked into a 7 year agreement with the Park Plaza and that the Park Plaza was losing money and suggested the Council move its Convention dates. President Osborn also noted the Convention should be held prior to the Primary and that such a change would be beneficial politically and noted the Council would continue to work with that hotel.

He further noted meeting with Representative Emmett Hayes regarding bumper stickers labeling him "tax Hayes" being put out by his opponent. He noted the Council would be taking a good look at his candidacy and that he had been helpful to us.

President Osborn reported meeting with three Judges from the Industrial Accident Board, Tom Evers, Bill Cleary and Dick Heffernan regarding the filling of judge positions and terms and reported he was in agreement with some of their suggestions and ideas and not with others and would be continuing to meet with them.

On the Public Employee/TEAM/Invest in Massachusetts Future campaign, the President reported on meetings of the Steering Committee and that Jim Braude was now working full time on the campaign efforts to defeat the referenda of Barbara Anderson and to pass ours and noted Mr. Braude was a joy to work with. He further noted the Campaign would be hiring a Campaign Manager and that interviews were taking place and being scheduled. President Osborn noted he was the Campaign Chair and Jim Braude was the Campaign Director.

President Osborn reported that at the request of IBEW, Local 1505 and Attorney Robert Manning, he attended arbitration cases of 1505 regarding 26 tradespeople being fired from Raytheon.

On the Mass. AFL-CIO Environmental Committee meetings, President Osborn reported that as a result of the Board allowing him to appoint members of this committee, the committee was now in place and approximately 10 people have been participating in meetings and that the Committee had Environmental Secretary, John DeVillars, address them and that as a result of this committee being formed, he had been contacted by EPA enforcement people regarding possibilities of new jobs being created at water filtration plants and noted he would be putting the EPA people in touch with VP Kerr from the Pipefitters and Kevin Cotter of the Plumbers Unions. He also noted this committee would be putting together literature on environmental issues for Earth Day 1990. He further reported that he was a co-chair of the Earth Day 1990 events and would be participating and speaking at the day's events.

The President advised on attending the Annual Board meeting of the Mass. Higher Education Assistance Corporation; on meeting with Nina Hayes of Mass. Legal Services regarding Unemployment Compensation legislation to increase the amount of money being paid to low paid workers and of it being a complex problem due to the state's present financial situation and noted he would be moving along cautiously on this and noted that the amount of money being paid by employers would have to be increased and that in the past during the good financial times payments into the unemployment insurance system had been allowed to be decreased and noted that the U.I. fund would be losing 150 million dollars this year.

President Osborn reported meeting with Robert Forant from the Machine Action Project and noted support for his efforts in helping union shops produce new products.

The President reported speaking at a rally for the striking Greyhound workers along with Secretary-Treasurer Haynes, V.P. Romano and V.P. Farmer.

President Osborn reported being contacted by Attorney Don Siegel regarding the President's assistance against the ABC's going to court regarding the agreement between the Building Trades unions and the MWRA and was requested to use his office and friendship to request Attorney General Shannon intervene on labor's behalf in this matter.

He further reported attending a retirement dinner honoring former VP Carmine D'Olimpio who was also President of the South Shore Building Trades and one who has contributed much to the labor movement; on being a guest of the Building Trades to attend the Building Trades National Conference in Washington, D.C.; on attending a Congressional luncheon, honoring Senator John Kerry as the Building Trades Man of the Year, at which event he brought the greetings of the Mass. AFL-CIO Council.

President Osborn reported on the special Senatorial race scheduled for May 1, for the Senate seat being vacated by Senator He advised that in this Democratic primary the Carol Amick. Council had not taken a position on candidates and it was being predicted that Joe Mullins would be the Democratic winner of the primary. He reported the primary had concluded and Mullin was the winner and that the Council had voted to endorse him for the May 1 Special election against Representative Lucile Hicks who had a 35% labor voting record, and had voted against labor. further reported Representative Hicks had contacted him regarding her record and informed him she represented a non-working class area and would do better for labor if elected. President Osborn advised the Council that the Mass. AFL-CIO would be working on behalf of Joe Mullin's candidacy for State Senate. He noted Staff Rep. Richard Rogers, Brother Mello from IBEW, Local 103 and the Waltham Quality of Life Committee would be involved in these He further noted the City of Waltham voted for the candidate that had lost in the Primary. He urged the Vice Presidents for their support for Joe Mullin.

President Osborn informed the Vice Presidents of meeting with Representative Shannon O'Brien, who was designated a special

friend in her last election, an election by which she won by 125 votes, that her upcoming opponent this time around would be the same person she won against; on meeting with Attorney Robert DeLeo, who was brought in by the ILGWU regarding his run as a State Representative from Winthrop.

The President reported the National AFL-CIO is not happy with the Council's retirees program, not due to the efforts of Mass. AFL-CIO Retiree Coordinator, Ken Mangan. The President advised that several of the key people assisting Brother Mangan have either passed away or have taken ill and that discussions are taking place regarding establishing a Boston retiree group.

He also noted he was still having lunch and discussions with Administration and Finance Secretary, Ed Lashman.

President Osborn reported attending and bringing Labor's message at a Stewards Conference of Local 1459 in Western Mass and noted 150 + stewards took part; it was a informative event, with great displays and workshops and complimented VP Abdow on the success of this event; on attending a rally of students along with VP Alman, a member of the Board of Regents, calling for stopping the increases in tuitions at state colleges and universities and that 8,000 young people had shown up for the rally and noted this young group of students could be tapped into for future assistance to the Mass. AFL-CIO; on attending a luncheon and business meeting of the First Trade Union Bank and further explained the success of this Bank in that when it began it was recorded at the 12 million dollar mark - them on to the 245 million dollar mark and that at the present time it has now reached the 320 million dollar mark - and was really taking off, a bank for working people that offers exciting new banking programs for working people; he further noted that as a results of his communicating with the Chairman of the Board of ULLICO, that Insurance Company has invested \$100,000 into this bank and that most recently, AFSCME Council 93 and the Alliance had also deposited \$100,000 into the First Trade Union Bank.

He further reported meeting with Pres. Emeritus of AFGE, Dan Kearney, regarding plans for the upcoming Labor of Love Walkathon.

On the Gompers, Murray, Meany Educational Institute, scheduled to be held May 23-25 at the Sea Crest in No. Falmouth, the President reported the recipients would be Vincent Sombrotto, International President of the National Association of Letter Carriers would receive the GMM Award and also noted Pres. Sombrotto's great efforts on behalf of NALC affiliating with the Mass. AFL-CIO; Exec. V.P. Faherty of the Utility Workers Union and Patricia Armstrong of the Boston Teachers Union would be recipients of the Outstanding Service Awards. He requested the Vice Presidents attendance at the Institute and to book early and that a great agenda was being put together; he further noted the next Executive Council meeting would be held at the Sea Crest on Wednesday, May 23 prior to the beginning of the Institute.

President Osborn reported on attending meetings of the Fall River Central Labor Council and Northampton Central Labor Council bringing the COPE agenda to the meetings and requesting their continued cooperation and support. He also noted that the CLC's are struggling to keep alive, need support and assistance and are on the frontline in the geographic areas with contacts with Housing Authorities, local politicians, Mayors, Selectmen, City Councils, etc. He noted all CLC meetings will be attended by either himself or Secretary-Treasurer Haynes, along with staffers John Laughlin and Richard Rogers. He also noted that the idea of a Mass. AFL-CIO COPE fundraiser is being supported by the CLC's by purchasing tickets. He further announced the fundraiser would be held at Local 103 IBEW hall on June 22 and Senator Kerry, Majority Leader Charles Flaherty and Congressman Richard Neal would be honored at this event. He urged support and participation by the Council members in this event.

On the questionnaires being sent to the candidates for Governor, the President reported the first one on the question of affordable housing has been sent to the candidates. He further reported there was good press coverage on the candidate questionnaire press conference and good, positive print media and noted the next questionnaire would evolve around the issue of Education. He noted the Council would be keeping the pressure on the candidates to respond to our issues in that the candidates are presently not addressing the issues and we want them to be forced to discuss them. President Osborn further requested the Council members to hold off on endorsements and that meetings would be held regarding the uncommitted delegate status and to focus in on the issues. He noted other organizations had participated on the questionnaire press conference with us.

President Osborn reported testifying at the State House at the request of the Building Trades Union in favor of a co-generation plant in New Bedford and that this would be an uphill fight; on attending an Earth Day 1990 breakfast; meeting with Congressman Joseph Kennedy regarding his status with Organized Labor; meeting with Sally Kearns with Exec. V.P. Lydon and AFSCME Council 93 Treasurer James Donovan on her run for office as a Democrat in the Danvers/Peabody area and noted this would be an uphill battle as it was an area that Reagan/Bush took in the last several elections and that it was Rep. Torkleson's seat which is becoming vacant due to his running for Lt. Governor. He noted Sally Kearns agenda is the same as Labor's and that possibly she would be designated as part of our special friends program.

President Osborn reported on the upcoming events being planned for Worker Memorial Day that would pay tribute to workers killed and injured on the job; he noted the first recognition rally was held last year; that the National AFL-CIO had designated Saturday, April 28 as Worker Memorial Day throughout the Country and as a result of legislation being filed in this State, the fourth Friday of April (this year April 27th) each year will be dedicated as Worker Memorial Day and that Massachusetts would

hold WMD activities one day earlier than the National AFL-CIO events and would serve as a great preamble to theirs. He further noted that the State of Maine had been designated by the National AFL-CIO for this area's events to be held in. The President informed the Vice Presidents that the Massachusetts Worker Memorial Day events would include a short speaking rally at City Hall Plaza, in Boston, a march to the state house, a dedication and speaking ceremony, with the lighting of a memorial flame in honor of departed and injured brothers and sisters; that the IAFF and Police Unions would provide an honor guard and various Labor Unions would provide honor guards for the memorial flame vigil; that a mother of a building trades union roofer who had been killed on the job would address the rally; SEIU International President John Sweeney would be a guest speaker; Mayor Flynn would participate; and a solitary bagpiper would play several moving solo tunes on the steps of the State House; that the honor guard would change every couple of hours and would remain on quard until midnight. President Osborn requested that every Vice President of the Mass. AFL-CIO should be in attendance.

At this time, VP Mills updated the Council members on recent events within Local 285, SEIU, in that a state DPW union member had been tragically killed, several days earlier, while performing his job on a state road and informed the Vice Presidents that members of her Organization will be turning out in large numbers at the Worker Memorial Day events in a showing of sympathy for the member's family and to show the needlessness of such a tragedy.

V.P. Cardinal suggested members of the Airline Pilots and Flight Attendants Unions also be contacted to participate, in uniform, as honor guards at this event.

President Osborn informed the Council members of the upcoming Mass. AFL-CIO Substance Abuse Seminar scheduled for May 3 at the Sheraton in Worcester and urged participation by the Vice Presidents.

At this time, President Osborn updated the Vice Presidents of the Local 26 HERE situation and informed them that this situation was not a priority item of the Council in that there were many other heavy areas of business being addressed by the Council. He noted that the Council is in receipt of a request by Local 26 to provide certain information to them and that this request had been referred to the Council's General Counsel and that Local 26 has been advised that no charges have been filed against Local 26 as yet and when they were, this request for information would be referred to the Trial Committee. President Osborn further requested a Committee of Vice Presidents Thompson, Ollivierre, Cardinal, Devlin and Alman be appointed as a Trial Committee.

MMS to approve the appointment of the above listed Mass. AFL-CIO Vice Presidents to a Trial Committee. So voted.

At this time, V.P. Cardinal spoke on the State Representative

seat in Norfolk County being vacated by Rep. Ambler who is running for a Senate seat and that Labor has a friend in Peg Goudy who is running for that seat and that the Norfolk County Central Labor Council has supported her for years in her position of Selectperson and requested the Council designate Peg Goudy as part of the Mass. AFL-CIO special friends program and noted that the NCLC would be meeting shortly and would like to take action on this matter.

President Osborn advised the council members that in that the Council only meets once a month the Executive Officers take appropriate action on behalf of the Council between meetings and noted that he and the Executive Officers, the Legislative Director, and Staff Representative Richard Rogers will meet to discuss Special Friends. He further advised that the special friends program assists candidates in mailings, phonebanks, etc. in races where Labor can make the difference and the program has a great track record in that out of 18 elections the Council was successful in 15 of them.

President Osborn informed the Vice Presidents that the Convention would be held September 5, 6 and 7 at the Park Plaza.

At this time, V.P. Devlin suggested that when the next questionnaire regarding education is sent to the Gubernatorial candidates he would like it to be an indepth and expanded one. He also noted that the MFT State Convention is scheduled prior to the next Council meeting and that calls for endorsement may take place there and that the membership was very concerned by certain TV ads by certain candidates running for Governor.

Discussion took place regarding certain campaign ads by candidates appearing on TV in that certain Organizations felt that they were being targeted unfavorably in these ads.

At this time, VP Chirillo informed the Council meeting that the South Shore Building Trades are remaining uncommitted to candidates and will await direction from President of Mass. AFL-CIO and did not want to see the Council divided on the issue of endorsements.

President Osborn advised he would do what the consensus of the body wants.

V.P. Devlin reported that his Organization was being targeted by these ads and the membership is upset.

President Osborn asked the Vice Presidents to hold the line on endorsements and stay with our present strategy approach and get the candidates to focus in on the issues which could eventually turn present events. He further advised he was aware of the pressures being placed on the Vice Presidents on endorsements and also noted that he as President is contacted daily by candidates and is also in this tough position and suggested by keeping our

numbers together we could only benefit.

Exec. VP Farmer advised the Council that the Greater Boston Central Labor Council has agreed to put together a candidate's night and would send out a mailing on this and that it would not be an endorsement meeting but a question and answer meeting. He also noted that Mayor Flynn had contacted him to get the word out that he would not be a candidate and thanked everyone for their past considerations. Exec. VP Farmer also suggested the establishing of a Boston retiree chapter was a good idea and noted the Gr. Boston CLC would like to submit a name for the position.

VP Mills stated that it was not just Frank Bellotti trying to blame certain workers but also that John Silber was putting blame on state workers and that she supported no endorsement presently and to stay out of endorsements for as long as possible, but that the Council should take a strong, public position on these ads and that a letter should go out to both Democrats and Republicans regarding school teachers, welfare workers, and state workers being characterized in ads and the throwing of mud at working people.

President Osborn requested the Vice Presidents use patience and that he wanted to use the avenue of candidate questionnaire answers and comments and stay with the focus on issues and not put anything in writing or debate the issues in the media and noted he has been and will be meeting with the candidates and would verbally disagree with them regarding this matter.

V.P. Mills advised the ads were a disgrace to our members and to the Democratic Party for the Democratic candidates to have ads saying working people are the problem and the members want to hear that this was unacceptable and that the council should still stick to the question of issues but that the ads were still unacceptable.

President Osborn advised no one on the Council had ever ducked a fight and that we could weave this into our demands on answering the issues.

V.P. Cardinal suggested another letter be sent out to the affiliates regarding uncommitted status so that labor's solidarity will not be broken.

President Osborn informed the Council that every candidate with the exception of one has said Labor people are holding the line on endorsements.

At this time, VP Romano spoke on the issue of the lack of full collective bargaining rights for public employees.

MMS to accept the Report of the President. So voted.

V.P. Romano advised the Council that Public employees were being

treated as second class citizens in that items agreed to during the collective bargaining process were then legislatively or by referenda being taken away and noted no Governor should sign any bill that would be detrimental to collective bargaining. He noted that once something has been bargained for in good faith the legislature should not be able to overrule what has been bargained.

President Osborn noted that recently he and VP Romano and other public sector union leadership had meet with State officials regarding the question of retroactivity under collective bargaining arbitration agreements being stopped and noted as a result the unions prevailed on this issue.

VP Romano stated that full collective bargaining rights for public employees should be a priority of the Massachusetts AFL-CIO.

VP Mullane advised that the IAFF have negotiated contract then legislation was filed to take away what had been bargained at the table and suggested this should be put into a questionnaire to seek a commitment to alternatives such as binding arbitration when there is not the right to strike.

President Osborn noted everything would be taken into consideration.

VP Mills inquired as to adding public employee bargaining as an issue at the Democratic Convention.

President Osborn suggested it would be looked at and noted the first questionnaire took 6 weeks and if we can fit it in, we should and would try.

At this time, President Osborn thanked Secretary-Treasurer Haynes for attending the Council meeting as he was on vacation.

REPORT OF THE SECRETARY-TREASURER:

Secretary-Treasurer Haynes welcomed Robert Bryant and Sandra Felder to the Executive Council of the Massachusetts AFL-CIO and noted they represented 15,000 and 9,000 members respectively and noted VP Bryant was also a member of the M.H.F.A.

The Secretary-Treasurer gave the regular monthly Financial Report of the Massachusetts AFL-CIO Council and noted a decent month, per capita-wise, due to receiving two checks from AFSCME and noted the affiliation drive was going well, with new locals being added each month. He also referred to the COPE Financial Report for the Vice Presidents review. He further answered questions on the financial report regarding the amount of taxes being paid by the Council.

Secretary-Treasurer Haynes reported attending the National AFL-CIO COPE meeting held at the Copley Plaza Hotel regarding his presentation of the Council COPE budget request. Among the activities of the Secretary-Treasurer this past month, Sec./Treas. Haynes reported on attending the Mass. State Building Trades Convention, rally for Eastern Airlines; meetings with William Lisano from the U.S. Dept. of Labor with Mass. AFL-CIO Substance Abuse Coordinator Richard Slein and Paul McDevitt regarding the Council's Drug Abuse Grant and of going for further and future funding with both the City of Boston and the Commonwealth.

Secretary-Treasurer Haynes also reported on meetings of the Massachusetts Jobs Council regarding the issue of replacement wages and through negotiations, hopefully, he reported the amount would be increased from \$7 to \$8 per hour. He further reported attending a rally in support of the striking Greyhound workers; a retirement event in honor of Carmine D'Olimpio and on attending budget hearings at the State House along with groups representing retarded citizens and brain injured persons in support of seeking further state funding and basic human support for these affected groups. He noted 22 programs had been targeted for cuts.

He also advised that Don Soule, B.A., IBEW, Local 7 had been appointed as a Chair of the Standing Committee on the Mass. Jobs Council.

Secretary-Treasurer Haynes reported on attending meetings of the Lawrence/Haverhill Central Labor Council, Lowell Central Labor Council and the Brockton Central Labor Council regarding the Mass. AFL-CIO's political agenda along with Richard Rogers and/or John Laughlin; on testifying at the State House along with Legislative Director, Martin Foley, on building trades issues, minimum wage and unemployment insurance matters; on meeting with Senator Pines and Representative Travinsky regarding legislation that would affect the unemployment insurance system and noted that if employers did not increase their contributions, benefits would be cut.

He further advised meeting with VP Cardinal, who also is on the Mass. Jobs Council regarding the Work Issues Committees which are mandated by State Law and notified the Vice Presidents that VP Cardinal and John Laughlin will be putting together a Conference during the Gompers, Murray, Meany Institute and noted the WIC would be playing a major role in training programs of the Mass. Jobs Council and urged participation by the Vice Presidents in both the Conference and the WIC; he informed the Council that each of the Central Labor Councils would have a functioning WIC.

MMS to accept the report of the Secretary-Treasurer. So voted.

REPORT OF THE EDUCATION DIRECTOR:

Secretary-Treasurer Haynes reported attending a student rally regarding Higher Education tuition increases in the Commonwealth's state colleges and universities and noted it was great to see so many young, active participants in attendance.

The Secretary-Treasurer reported on the upcoming GMM Educational Institute and Scholarship Fundraiser Golf Tournament and urged participation; on attending the graduation ceremonies of the HTUP and that Joe Sheehan of Local 103 and Richard Guiney of Local 589 had done a great job as scholarship recipients.

He informed the Council on the union organizing efforts of the UAW at the University of Massachusetts\Amherst and the efforts of the Graduate Employees Organization which is attempting to organize 2,000 graduate students and noted the roadblock at this time was the election procedure in that the University's position was that a majority of the number of people in the bargaining unit would determine the outcome of the election and not a majority of the actual number of people that turn out to vote on election day as is the case in union representation elections. He noted that as a Trustee of U/Mass. he had participated in negotiations around the election issue and that the last vote of the Trustees on a motion that he put forth had been defeated by a 14 to 3 margin on the election process question.

Further discussion took place around this organizing drive and the problems to be overcome in going to the ballot.

VP Alman, who is a member of the Board of Regents, and is also involved in the above issues, also commented and updated the Council members on this organizing activity and on the positions of the trustees, students, Board of Regents, management, etc.

On the Mass. AFL-CIO Scholarship Awards Dinner, Secretary-Treasure Haynes announced it would be held on Friday, May 4 at the BTU and that \$157,000 in scholarship monies would be awarded on behalf of the Council and its affiliation. He thanked the Vice Presidents for their continued support of this program.

At this time, VP Felder reported on her Organization's ongoing negotiations, or lack of negotiations, with U/Mass. Amherst for 1,300 professional employees that had been organized by Local 509, SEIU and on the anti-union activities of the University. She advised that this was the first contract being negotiated for the Professionals at U-Mass/Amherst and informed the Vice Presidents that the University refuses to bargain in good faith, has refused mediation and that presently layoffs are taking place there and noted the University was using stalling tactics against the Union in coming to a collective bargaining agreement. She advised that the Secretary-Treasurer was doing a good job in trying to get the University to bargain in good faith. VP Felder reported the University did not fight the original organizing efforts but were fighting the negotiation process.

Discussion took place regarding the costs of higher education, tuition and fee increases and the organizing efforts at U-Mass.\Amherst along with recognition of the petition filed on behalf of the Graduate students and on past labor board rulings on this bargaining unit.

MMS to accept the Report of the Education Director. So voted.

At this time, President Osborn suggested the Council should catalogue a directory and/or listing of all labor appointments in the Commonwealth on Boards, Commissions, Colleges, Committees, etc.

REPORT OF THE LEGISLATIVE DIRECTOR:

Director Foley advised the Council that Massachusetts has one of the strongest anti-takeover legislation in the Country and that legislation was being discussed to add changes to it such as staggering the terms of board of directors of companies and the severance pay issue upon takeover. He further reported it was his opinion that this legislation would be challenged in the future and could cause future problems.

On the present State budget crisis, the Legislative Director advised that in this fiscal year the deficit would approach I billion dollars and noted everyone is saying they have to do something, but what it would be, he felt no one really knew and that there was still not enough votes for a tax package on the Hill. He noted the major question is if taxes are to be raised, which ones would they be.

The Legislative Director reported on the Unemployment Insurance legislation and noted President Osborn and Secretary-Treasurer Haynes were doing a good job in negotiating changes in U.I.; on the workers compensation situation, Director Foley noted the system was still in trouble and that many meetings have been held with the Commerce and Labor Committee around this issue.

Director Foley advised that the legislative session would probably end in July and that the Legislature would not be back in session.

On the Child Labor Law legislation, Director Foley informed the Council members that this legislation would be the only labor bill that would be executed out from Commerce and Labor and on the drug testing legislation, he reported all parties would like it resolved prior to the current committee chair's departure and reported that the random part was still a problem.

Director Foley reported on the pay check deductions legislation that it looks favorable and that it was filed by the Building Trades Unions and that the UFCW unions are also pushing for passage of this legislation.

The Legislative Director spoke on the ongoing situation of contract employees getting around the workers compensation and labor laws and that the Council would raise these issues again this year in the legislature and that this new trend is popping up more and more and has to be addressed.

Director Foley complimented President Osborn on doing a great job on behalf of public employee unions that have had recent problems

regarding their collective bargaining rights.

'Discussion took place regarding the cap on public employee pensions and legislative and local political action regarding it.

Discussion took place on Unemployment Insurance legislation and on DET Commissioner French and Senator Pines and the Mass. AFL-CIO co-sponsoring of same.

Exec. V.P. Faherty brought up the question of successor clauses being negotiated in collective bargaining agreements regarding the takeover issue and the coverage under the present law.

Director Foley advised that if the takeover legislation was to be challenged it would begin in the severance section of the bill first.

At this time, VP Romano thanked President Osborn and Legislative Director Foley for their help and assistance and reported on bill 1152 which would give the MBTA the right to hire as many part timers as they wanted and on 1104 which would give unions the right to negotiate and grieve assignments, overtime, etc. He noted the Public employee unions need and want the right to negotiate and that the people in Poland have more rights than Public employees here.

VP Mahar brought up the issue of severance pay and the interpretation of the present law as it relates to present cases of GE employees whose plant had been sold to AMATECH. He noted that under the present anti-takeover legislation if employees are let go due to lack of work or put out on the street for any amount of time, even if temporarily, they would be eligible to receive two weeks severance pay for each year of service rendered. He also brought up the question of employees who would be let go due to lack of work for one day's time and what the decision on severance would be in these cases and the way the present law is being interpreted.

Discussion took place around the anti-takeover legislation and its relationship to severance pay.

MMS to accept the Report of the Legislative Director. So voted.

At this time, President Osborn announced the B.A.S.H.H. scheduled to be held at Caruso's Diplomat in Saugus and co-sponsored by the North Shore Central Labor Council and Mass. FRONTLASH on Wednesday, April 25, which proceeds raised would be going into the Food Bank. He urged everyone's support and participation in this event.

V.P. Mahar gave an update on the upcoming BASHH event and requested the assistance and response to this event by the Vice Presidents.

President Osborn advised the Council Members on a situation in

Central Massachusetts affecting health care coverage to people covered by CMHEC and informed the council that as a result of the Mass. AFL-CIO the situation had been resolved in that the Mass. Group Insurance Commission had wanted to discontinue this group health coverage by this Company which would have effected medical coverage for workers in the Central Mass. area.

President Osborn advised receiving communications from the Washington State AFL-CIO regarding assistance the Council had given them in fighting back an attempt to repeal the Prevailing Wage Law in the State of Washington, similar to the Vote No on Question 2 campaign here in Massachusetts.

President Osborn announced that Earle Bengtson, Statewide United Way Labor Liaison has been out ill and is in the Mass. General; that the COPE endorsement meeting would be scheduled in late June and CLC's would be making their recommendations for endorsement at this meeting.

At this time, President Osborn announced that VP Thompson, also from the Pioneer Valley Central Labor Council and VP LeBlanc, of the North Worcester CLC were bringing forward a special request for endorsement of Congressman Richard Neal who has a 100% labor voting record and that each CLC wanted an early endorsement and that this endorsement would come from both as both have jurisdiction in Congressional District #2.

President Osborn recommended that the Council poll the members of the COPE committee after the Council meeting for a vote on endorsement of Congressman Neal.

At this time, Exec. V.P. Faherty announced the Seventh Annual Irish American Labor Coalition Awards Dinner was scheduled for June 7 and that the recipients would include Fr. Edward Boyle from the Labor Guild, Congressman Brian Donnelly, Edward J. Carlough, International President of the Sheet Metal Workers Union and John Simmons, Business Manager, of Painters District Council 35, and that it would be held at the Boston Teachers Union Hall.

MMS to adjourn. So voted.

ROLL CALL

AGENDA
MASSACHUSETTS AFL/CIO
EXECUTIVE COUNCIL MEETING
APRIL 19, 1990
BOSTON TEACHERS HALL, BOSTON, MA

PRESIDENT'S REPORT

SECRETARY/TREASURER'S REPORT

DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION

COMMUNICATIONS

From Jan Pierce, V.P, CWA to Pres. Osborn thanking the state fed. for support in efforts to change the state's treatment of unemployment claims filed by strikers.

From Tony Ferullo, United Way to Pres. Osborn welcoming him as a member of the United Way of Mass. Bay Campaign Cabinet Team.

Invitation to attend a "Solidarity Celebration" as a result of victory in the Pittston Strike.

From John DeVillars, Commonwealth of Mass., Exec. Office of Environmental Affairs to Pres. Osborn thanking him for letter in opposition to rescind the waiver granted last spring to the MBTA's North Station Garage.

From Thomas Gentz, CMHC to Pres. Osborn thanking him for support.

From Lane Kirkland to Pres. Osborn re: the Israel and the Middle East from the Policy Resolution encouraging support for those resolutions.

From Peter Zuk, Commonwealth of Mass., Dept. of Attorney General informing him of status of that office's investigation and determination regarding the solicitations of the Boston Metal Trades Council.

From Mayor Flynn to Pres. Osborn re: Winter Festival/Carnival concept and how the City of Boston can attract major sporting and cultural events both at our off-peak and peak tourism seasons.

From Paul O'Brien, N.E. Telephone to Pres. Osborn re: first "business agenda" Campaign Cabinet meeting.

Memo from Dorothy Shields to Education Directors of States regarding Summer Schools for Union Women.

From James Ansara, President of Shawmut Design and Construction to Pres. Osborn thanking him for contacting William Tutt on their behalf.

From Edward Cleary, President of New York AFL/CIO to Pres. Osborn thanking him for efforts on behalf of the employees at the Daily News.

From Elaine Bernard, Exec. Dir. of Harvard Trade Union Program to Pres. Osborn thanking him for attending the graduation of the 1990 HTUP and also for his presentation in February.

From Lane Kirkland to Pres. Osborn thanking him for letter expressing the views of the Mass. AFL/CIO on the question of whether the AFL/CIO should adopt a policy statement on abortion.

From Samuel Leiken, Mass. Product Development Corp. to Pres. Osborn endorsing efforts to create the New England Product Development Partnership.

From Cong. Mavroules to Pres. Osborn thanking him for letter regarding the establishment of a housing trust fund for Boston hotel workers.

From Cong. Neal to Pres. Osborn thanking him for letter concerning S.1949.

From Cong. Donnelly thanking him for letter in support of S.1949.

From Dave Carter, National Farmers Union to Pres. Osborn thanking him for meeting with him regarding the Farmers Union's interest in providing organizing assistance to family farmers in Mass.

From Edward Cleary, Pres. New York AFL/CIO to Pres. Osborn asking him to send a letter to Mass. Congressional delegation re: the survival of the N.Y. Daily News.

Fax to Pres. Osborn and Sec./Treas. Haynes from Joe Delorey re: Group Insurance Problem.

From John Fussell, V.P. of Local 1099 Health Care Emp. to Pres. Osborn thanking him for sending a letter to Gov. Dukakis requesting an audit of Genesis' Nursing homes.

Copy of a letter sent to Dolores Mitchell, Exec. Dir. Group Insurance Commission from Pres. Osborn and Sec./Treas. Haynes regarding the termination of the CMHC's contract.

From Rep. Stan Rosenberg to Pres. Osborn thanking him for the generous contribution to his re-election campaign made by Council

From Glorian Sorensen, U/Mass. Worcester to Pres. Osborn thanking him for endorsing the WELLWORKS project.

Letter regarding the forming of a coaliton to help reshape nation budget priorities.

Memo from the Norfolk CLC regarding March Membership Meeting.

Memo from Jim Shaw to Maureen Garde and Charles Baker regarding Special Senate Election, Fifth Middlesex.

From Chief Justice Paul Liacus to Pres. Osborn notifying him of his appointment to the Chief Justice's Commission on the Future of the Courts in Massachusetts.

From Domenic Bozzotto, Pres. H.E.R.E. Local 26 to Pres. Osborn informing him that at his Exec. Bd. Mtg. he was instructed to request a time, date and place for a hearing regarding allegations of misconduct of that local union. When arrangements are made that union would respond to charges in the presence of the entire Council.

Communication from the New Jersey State AFL/CIO regarding coalitions that are getting involved in New Jersey issues and saying they have labor support. They asked that we do not assume that the State AFL/CIO has joined a coalition, unless you hear it directly from them..

From John Coughlin, Blue Cross/Blue Shield to Pres. Osborn regarding publicity on Medex Programs with attachments.

Copy of a letter from James Mahoney, President OPEIU to Ron Cyrus, Sec.\Treas. Kentucky State AFL/CIO asking for favorable consideration regarding Joe Buonadonna candidate for a position as Director of Public Relations.

From Rep. Susan Schur to Pres. Osborn thanking him and Sec./Treas. Haynes and the Council for contributing to her reelection campaign.

From Alexander MacPhail, SEIU to Pres. Osborn thanking him for meeting with him on the Workers' Memorial Day.

Press Release from ATU Local 1205 regarding the striking Greyhound workers "Waterhouse Memorial Shuttle" service.

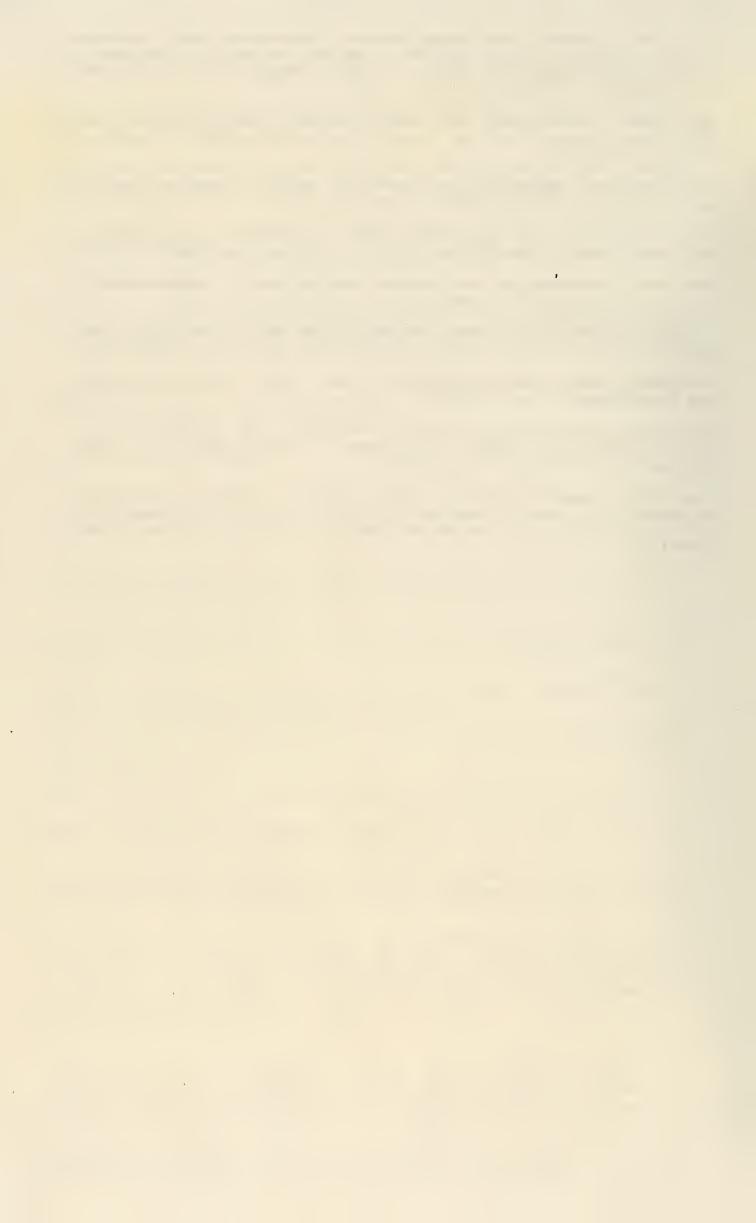
From Pres. Kirkland to Pres. Osborn stating that a committee will be set up to study the questions on the abortion issue.

To Pres. Kirkland from Pres. Osborn urging him to do everything possible to avoid any final decision on the abortion matter.

From John Nelson, Norton Company to Pres. Osborn thanking him for his testimony.

Memo from Richard Wilson, AFL/CIO responding to questions of a recent fund raising letter circulated on behalf of the striking ATU members on strike at Greyhound.

From Pres. Lane Kirkland to Pres. Osborn thanking him for expressing the views of the Massachusetts AFL/CIO on the question of whether the AFL/CIO should adopt a policy statement on abortion.



FINANCIAL REPORT MARCH 199000

	MARCH 1990"							
Gen	neral Fund	Credits	Debits					
Rec Rec Rec Ref Dis	cance 3/1/90 ceipts - P/C ceipts - State of the Union ceipts - R. Slein salary (5 months) fund - Workers' Comp. overpayment cbursements cance	68925.19 93489.99 182.40 6874.90 994.00	87786.48					
Per	Capita received on 267,114 members							
Dis	bursements							
1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26.	Utilities Auto Expenses Retainter Printing Postage Health & Dental Ins. Life & Disability Insurance Credit Union Frontlash Tickets & Donations Office Supplies & Equip. Messenger Serv02¢ P/C - COPE Payroll American Express Dues & Subscriptions Taxes Equip. & Maint. & Lease Pension Travel Expenses Misc. Property Taxes Checkbook fee Legal Fees - Drug Testing Legislal	tion	2500.00 3023.61 1646.24 500.00 1757.70 2000.00 5131.84 905.59 3860.00 2017.04 1548.81 108.15 18.50 5525.96 25679.74 2269.85 108.00 16750.45 1460.85 560.00 2243.39 636.40 5342.32 19.70 1945.35 236.99					
COP	E Account							
Rece Rece Dis	ance 3/1/90 eipts - Leg. Conf. eipts02¢ P/C eipts - interest bursements	31398.48 1695.00 5525.96 145.88	6680.53					
Ral.	ance	37.084 - 79						

Balance

32084.79

Disbursements

1.	Donations	4225.00
2.	Data Processing	378.53
3.	1120 POL (Taxes)	77.00
4.	Craig Stepno	2000.00
		6600 50

6680.53

Assets

U.S. Trust & Money Market	86361.45
Israel Bond	1000.00
Dept. of Labor	400.00
Petty Cash	300.00_

88061.45

Executive Officers Meeting March 15, 1990

Present: Pres. Osborn, Sec./Treas. Haynes and Exec. V.P. Lydon

Absent: Exec. V.P Faherty (ub) and Exec. V.P. Farmer (ub)

Discussed Harvard Community Health Plan - Filed.

MMS to purchase 5 tickets @ \$25 for B.A.S.S.H. benefit concert sponsored by North Shore CLC and Frontlash for the homeless and hungry. So voted.

MMS for Pres. Osborn to attend and address the New Jersey AFL/CIO's 22nd Constitutional Convention. So voted.

MMS to endorse Frank Annunziato for Director of Labor Relations and Research Center. So voted.

MMS to support House Bill #161 and communicate with sponsors. So voted.

MMS to purchase two tickets for the testimonial for Harland Eaton, N.H. AFL/CIO. So voted.

MMS to purchase two tickets from the Massachusetts Coalition for the Homeless. So voted.

MMS to encourage people to participate in a study on hazards in the workplace vs hazards that we do to ourselves (smoking, drugs and alcohol) with Glorian Sorensen. So voted.

Request from the Boston Police Relief Assoc. to participate in ad book - Field.

MMS to purchase one ticket for the 45th Anniversary Tribute to Lawrence Locke sponsored by the American Jewish Congress/New England Region. So voted.

MMS to accept the Pension Trust Agreement. So voted.

MMS to recommend Robert Banks to fill the open seat on the Workers' Comp. Advisory Council. So voted.

MMS to send John Laughlin to Bunker Hill Community College for seminar on Computer Newspaper. So voted.

MMS to endorse Mass. Adoption Research. So voted.

MMS to go forward with Massachusetts AFL/CIO pins - Union USA. So voted.

MMS to pay special assessment to Northeast Council, AFL/CIO for unexpected expense of \$188.00. So voted.

MMS to purchase a table and do a mailing to the Boston affiliates regarding the 10th Anniversary Dinner sponsored by the University of Massachusetts.





MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

April 11, 1990

PRESIDENT

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS
JOSEPH M. LYDON
JOSEPH C. FAHERTY
JAMES FARMER

SECRETARY-TREASURER
ROBERT J. HAYNES

VICE PRESIDENTS RICHARD ABDOW RONALD ALMAN EDWARD F. BURKE JR. ARTHUR BUTLER GIRO J. CARDINAL LINDA R. CHIGAS THOMAS CHIRILLO JANET CIEJKA EDWARD W. COLLINS JR. JOHN P. CONLEY JOSEPH A. DART NICHOLAS DIMITROPOLIS CHARLES DeROSA PAUL L. DEVLIN JACK DONEGAN RONALD A. FERRIS WILLIAM J. FOLEY WILLIAM F. IRVIN JOSEPH W. JOYCE THOMAS P. KERR DONALD J. LEAHY DICK LeBLANC **KEVIN MAHAR** CHARLES McDEVITT NANCY MILLS A. MICHAEL MULLANE HERBERT OLLIVIERRE JOHN PHINNEY CYNTHIA RODRIQUES TONY ROMANO JOHN F. SIMMONS

CHARLES E. THOMPSON MANNY WILLIAMS

TO: ARTHUR OSBORN

ROBERT HAYNES

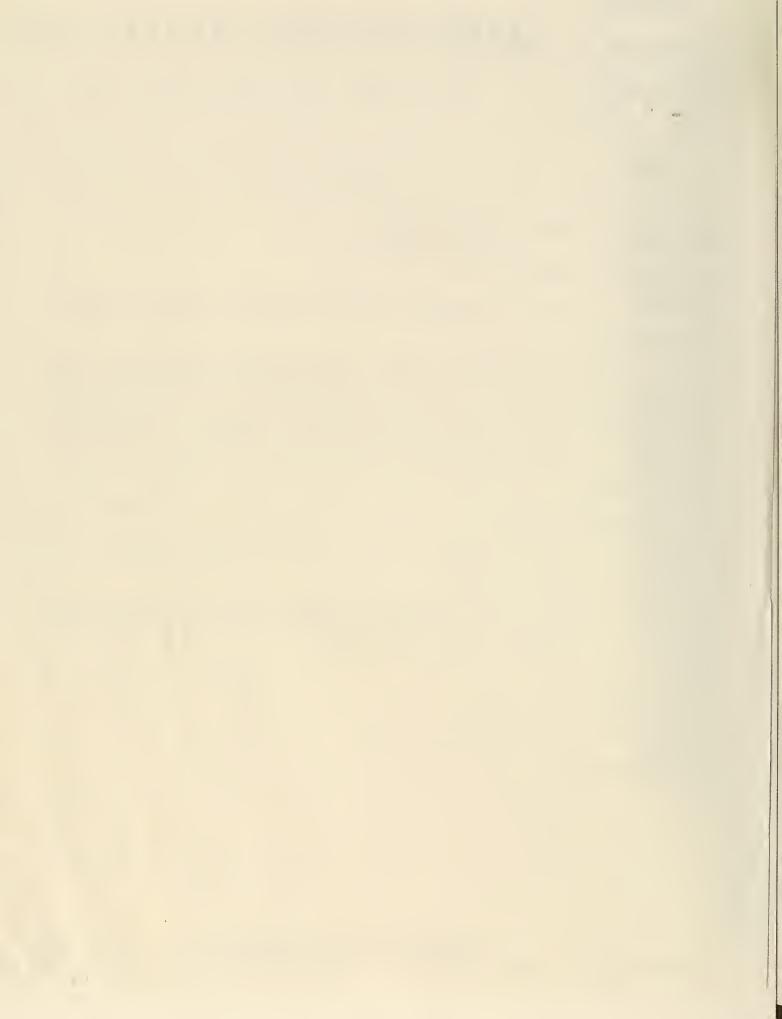
FROM: JOHN

RE: POSSIBLE \$ ITEMS FOR APRIL 19 COUNCIL MEETING.

- 1. Should we make a donation at our Scholarship Dinner to the Carol Stuart Scholarship Fund? The money will provide scholarship to mostly minority residents of the Mission Hill area. I believe we could receive some positive coverage of both our Awards and the Donation. It would also be helpful in building and/or maintaining bridges in those Communities.
- 2. Should we make a Donation to the Dorchester Day Parade?

It is somewhat customary to do so when marching - no idea how much.

3. Worker Memorial Day Costs / Sound systems, music, etc. What kind of costs and how much will the Council be willing to spend?



United Steelworkers of America

AFL-CIO
DISTRICT ONE
400 WASHINGTON STREET
AUBURN, MASSACHUSETTS 01501
TELEPHONE (508) 832-2524

min = No.

WILLIAM J. FOLEY

DOMENIC A. DIPILATO ASSISTANT DIRECTOR

APRIL 4, 1990

MEMORANDUM

T0:

ROBERT J. HAYNES, SECRETARY-TREASURER

MASSACHUSETTS/AFL-CIO

FROM:

WILLIAM J. FOLEY, DIRECTOR, DISTRICT 1

RE:

EXECUTIVE COUNCIL MEETING SCHEDULED FOR

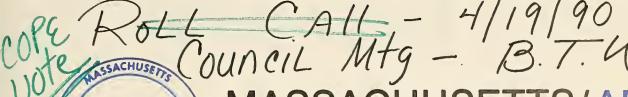
THURSDAY, APRIL 19, 1990

I WILL BE UNABLE TO ATTEND THE ABOVE MEETING INASMUCH AS I WILL BE OUT OF THE AREA ATTENDING AN AMERICAN BRASS NEGOTIATION MEETING.

WJF/LRL

Go Din 100





MASSACHUSE

Voice of Organized Labor 400,000 Strong

PRESIDENT

ARTHUR R. OSBORN

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CIO

EXECUTIVE VICE PRESIDENTS

JOSEPH M. LYDON JOSEPH C. FAHERTY JAMES FARMER

SECRETARY-TREASURER

ROBERT J. HAYNES

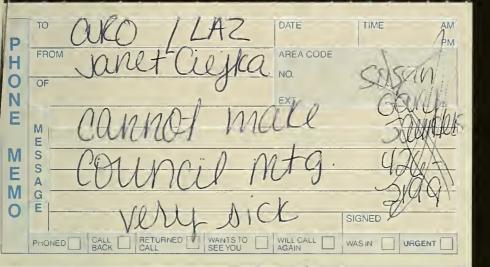
VICE PRESIDENTS

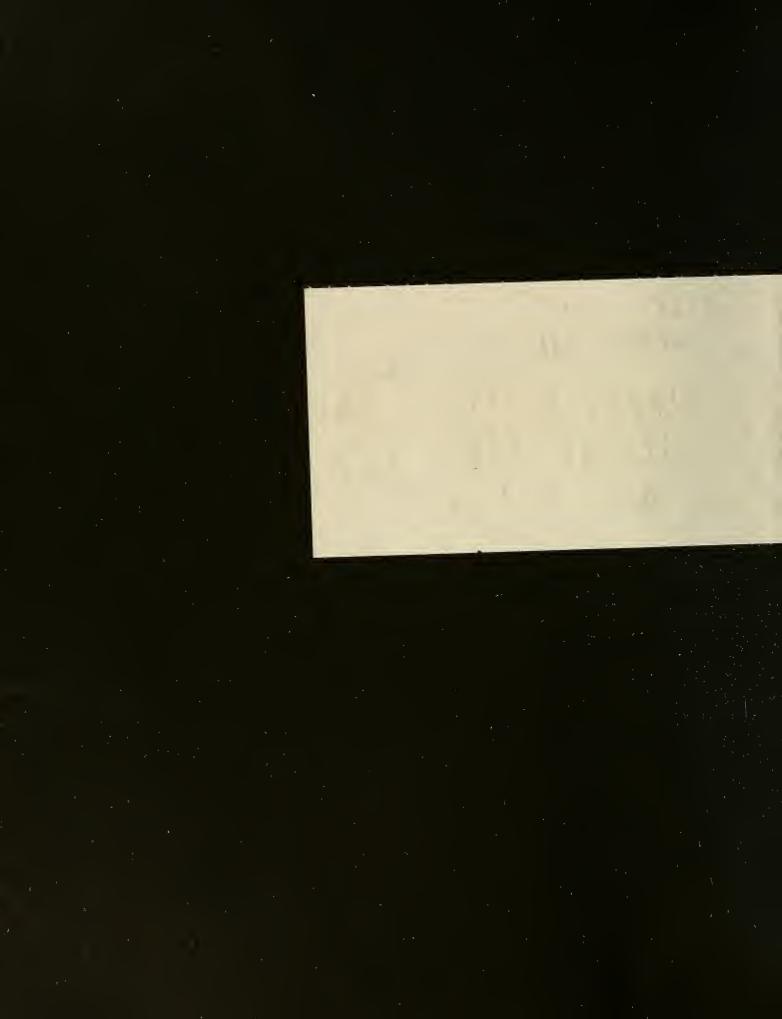
RICHARD ABDOW **RONALD ALMAN** EDWARD F. BURKE JR. ARTHUR BUTLER GIRO J. CARDINAL LINDA R. CHIGAS THOMAS CHIRILLO JANET CIEJKA EDWARD W. COLLINS JR. JOHN P. CONLEY JOSEPH A. DART NICHOLAS DIMITROPOLIS **CHARLES DeROSA** PAUL L. DEVLIN JACK DONEGAN RONALD A. FERRIS WILLIAM J. FOLEY WILLIAM F. IRVIN JOSEPH W. JOYCE THOMAS P. KERR DONALD J. LEAHY DICK LeBLANC KEVIN MAHAR CHARLES McDEVITT NANCY MILLS A. MICHAEL MULLANE HERBERT OLLIVIERRE JOHN PHINNEY CYNTHIA RODRIQUES TONY ROMANO JOHN F. SIMMONS CHARLES E. THOMPSON BARNEY WALSH

Felder Bryant

MANNY WILLIAMS









Voice of Organized Labor 400,000 Strong

PRESIDENT
ARTHUR R. OSBORN

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EXECUTIVE VICE PRESIDENTS

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JOSEPH C. FAHERTY

JAMES FARMER

SECRETARY-TREASURER
PROBERT J. HAYNES

VICE PRESIDENTS

RICHARD ABDOW
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LINDA R. CHIGAS
PTHOMAS CHIRILLO
JANET CIEJKA

JANET CIEJKA
EDWARD W. COLLINS JR.
JOHN P. CONLEY
JOSEPH A. DART
NICHOLAS DIMITROPOLIS
CHARLES DEROSA

P PAUL L. DEVLIN
P JACK DONEGAN
RONALD A. FERRIS
WILLIAM J. FOLEY
WILLIAM F. IRVIN
JOSEPH W. JOYCE

P THOMAS P. KERR
P DONALD J. LEAHY
P DICK LEBLANC
F KEVIN MAHAR
CHARLES McDEVITT

NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
JOHN PHINNEY
CYNTHIA RODRIQUES

P TONY ROMANO
P JOHN F. SIMMONS
P CHARLES E. THOMPSON
BARNEY WALSH

P BOB BRYANT P SANDY FELDER

MASSACHUSETTS / AFL-CIO

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LAZ-tel remender for bol htg. MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

PRESIDENT

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VICE PRESIDENTS

RICHARD ABDOW NO RONALD ALMAN

EDWARD F. BURKE A. left messo se

JGIRO J. CARDINAL -LINDA R. CHIGAS

THOMAS CHIRILLO

JANET CIEJKA - 4 EDWARD W. COLLINS JR. - left mess as & you

JOHN P. CONLEY JUSEPH A. DART SULL MESSAGE NO W/B

CHARLES DEROSA - LEFT message 10

PAUL L. DEVLIN 1125 JACK DONEGAN TO SOME AND ALL AS PERRIS

WILLIAM J. FOLEY TO U-U/B

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DONALD J. LEAHY - 7 17

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CHARLES MCDEVITT

A. MICHAEL MULLANE HERBERT OLLIVIERRE

JOHN PHINNEY TO

CYNTHIA RODRIQUES 🗢 🕨

TONY ROMANO
JOHN F. SIMMONS
CHARLES E. THOMPSON

BARNEY WALSH

MANNY WILLIAMS



From the Desk of . . .

ROBERT J. HAYNES Secretary-Treasurer Educational Director

Love Standard be standard be will not be will not be and will not be a simple not be and will not be a simple not be and will not be a simple not be a simple

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MASSACHUSETTS / AF 8 BEACON STREET • BOSTON, N (617) 227 - 8260 1-413-274-3479

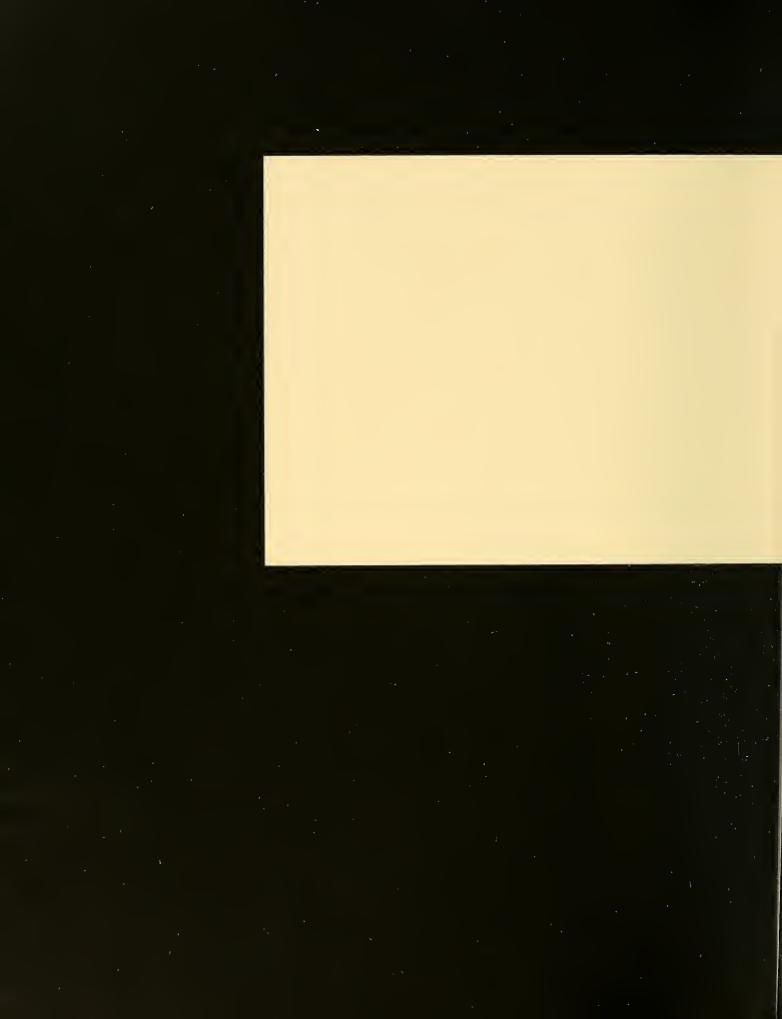
THE BOARD OF DIRECTORS
OF THE
MASSACHUSETTS CHILDREN'S TRUST FUND
AND
THE UNITED WAYS OF MASSACHUSETTS
INVITE YOU TO CELEBRATE THE
"FIRST ANNUAL RECOGNITION AWARDS"
FOR
OUTSTANDING LEADERSHIP IN THE
PROMOTION OF THE FAMILY
WITHIN OUR COMMUNITIES.
KIDS & CO.: TOGETHER FOR SAFETY GRANTS

Ceremony and Reception at the Boston Children's Museum Museum Wharf on April 23, 1990 5:00 - 7:00 p.m.

WILL ALSO BE ANNOUNCED.



Name _			
Address			
Telephone			
	Will Attend.		
	No, I am not able to attend.		
	Please respond by April 16, 1990		



Dear Colleague:

Worcester Fights Back is conducting a search for a high energy, multi-talented Executive Director to provide vision, leadership, and skill during a vital community wide planning and development effort. Worcester Fights Back is a community partnership to reduce the demand for drugs and alcohol in the City of Worcester. I am writing to enlist your help in this effort, and would like to tell you about Worcester Fights Back's plans, and the type of individual we are seeking.

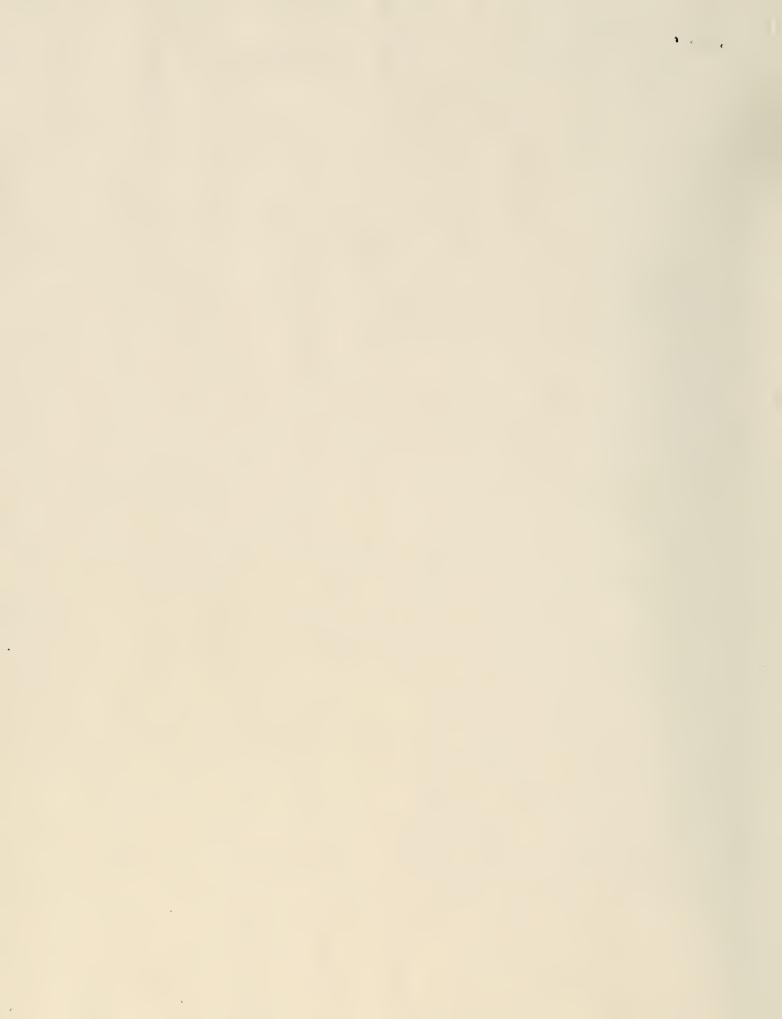
In 1989, a broad based planning committee convened by the United Way of Central Massachusetts and the Office of the City Manager, assessed the dimensions of substance abuse in Worcester. The preliminary planning process yielded a number of priorities and program objectives that will now be the focus of the Worcester Fights Back project. Working with a small professional staff and a Citizens' steering committee, the Executive Director will guide the development and implementation of a comprehensive plan to design and coordinate substance abuse education, treatment, and prevention community wide. The Director will provide leadership and support to several constituent task forces, assuring that their work remains focused on common goals. The Director also will generate financing strategies for substance abuse programs, identifying funding opportunities among public and private sources, and will manage public relations for Worcester Fights Back and its participants.

The Search Committee is seeking an individual who is energetic and has a track record of forging collaboration among diverse groups around community service issues. Applicants should be entrepreneurial--able to plan and implement programs, and have excellent oral presentation and writing skills. Candidates from many backgrounds are encouraged to apply, but management level experience in human services or health care delivery systems planning and funding would be extremely helpful. The successful candidate will have a demonstrated track record of leadership and tangible accomplishments.

I am contacting professionals like yourself to identify qualified candidates for this challenging position. If you publish a newsletter, we would appreciate a listing of the position; we have enclosed copy for such a listing, which we hope will be helpful. Please post or distribute the enclosed Position Announcement, and encourage colleagues to submit an application, in confidence to our recruitment team at Technical Development Corporation if they or anyone they know is interested.

Sincerely,

Howard Jacobson, Chairman WFB Citizens' Task Force





A Community Partnership to Reduce the Demand for Illegal Drugs and Alcohol

POSITION ANNOUNCEMENT

EXECUTIVE DIRECTOR WORCESTER FIGHTS BACK

WORCESTER FIGHTS BACK (WFB) is a community partnership to reduce the demand for illegal drugs and alcohol in Worcester, Massachusetts. WFB is seeking an experienced Executive Director to assume leadership of community-wide planning and development to coordinate substance abuse education, prevention and treatment. Working with a broad range of professional and citizen groups, Worcester Fights Back (WFB) will organize a response to the growing public health problems posed by sharp increases in substance abuse in Worcester.

As New England's second largest city, Worcester typifies "middle America," a mature urban community characterized by an economy in transition, largely middle class households, and growing racial and ethnic diversity. Worcester offers its residents access to a wide array of cultural and educational institutions, and has a well established network of community services. Located at the hub of several major highway systems, and situated approximately 50 miles west of Boston, Worcester offers easy access both to New England's mountains and the seashore.

A COMMUNITY WIDE RESPONSE TO SUBSTANCE ABUSE

The Worcester community has a long tradition of fashioning comprehensive solutions to health and human service needs. In June of 1989, the Robert Wood Johnson Foundation issued a Request for Proposals for grants to encourage communities to respond to the particular threats posed by widespread substance abuse. The United Way of Central Massachusetts and the Worcester City Manager responded by convening a broad-based Planning Committee to assess the dimensions of Worcester's substance abuse problem. The Committee subsequently conducted a series of meetings with some 150 representatives of key constituencies, including health professionals, employers, insurers, service providers, labor leaders, minority communities, law enforcement, clergy, recovering abusers, government officials, schools and the media. Participants provided input on local needs, gaps in service and barriers to reducing demand. Through this process, the Planning Committee reached consensus on priority needs and program objectives that have become the focus of the Worcester Fights Back project. The Robert Wood Johnson Foundation awarded Worcester Fights Back a two year grant to launch this planning and development effort. Worcester Fights Back was one of 15 projects funded from over 300 applicants.



Worcester Fights Back now is charged with developing and implementing a comprehensive plan for the coordination of all aspects of services related to substance abuse. WFB will be guided by a Citizens' steering committee, and will work with constituent groups through a number of Task Forces.

SUBSTANCE ABUSE IN WORCESTER

During the past several years, substance abuse has emerged as a major public health problem in Worcester, exacting a heavy toll on those affected and generating substantial social costs because of lost productivity, increased health care expenses, drug-related crime, disintegration of family and social values and heightened demands upon public institutions. Some specific indicators have caused concern and prompted community action:

- In 1986, Worcester hospitals recorded the highest rate of substance abuse discharges in Massachusetts.
- From 1983 to 1985, the city experienced the nation's highest per capita increase in the incidence of Hepatitis B, with 135 new cases and 11 deaths.
- A cross-sectional study of high school students in 1987 revealed that 61% used alcohol regularly, 21% used cannabis, 5% cocaine, and 4% amphetamines.

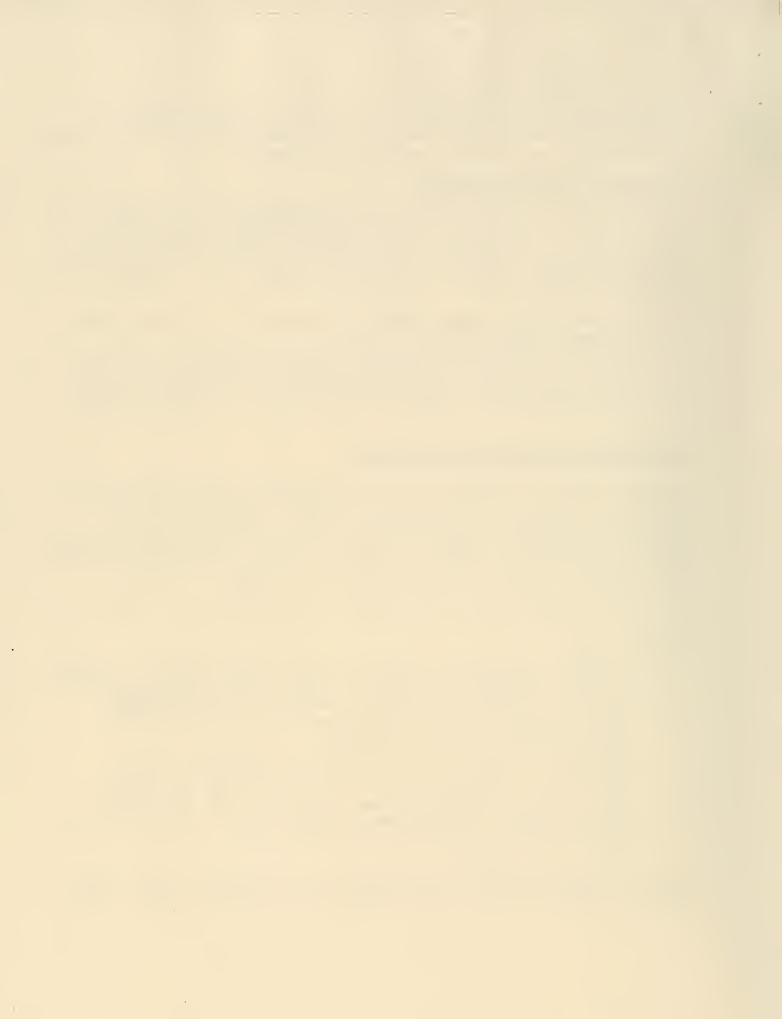
AN AGENDA FOR WORCESTER FIGHTS BACK

The goal of WFB is to demonstrate that, by mobilizing the entire community and creating an integrated system of prevention and care, Worcester can reduce substantially the demand for illegal drugs and alcohol. The effort will include targeted public education and prevention programs to limit the number of new users, and early identification, treatment and relapse prevention to reduce the number of current substance abusers. WFB itself will serve as a vehicle for strategic planning, local leadership development and information and referrals.

The specific program objectives WFB hopes to achieve during the two year planning process include:

- designing a comprehensive information system that establishes the extent of the problems, identifies resources, sets outcome goals and tracks performance;
- creating an integrated community-wide system that mobilizes people, resources and information to focus community action on coordinated strategies to address identified problems;
- · designing and launching a public awareness campaign;
- · identifying and creating plans to close gaps in treatment resources;
- enhancing and supporting primary prevention for youth and families;
- creating effective coordinated systems to facilitate early identification, assessment, referral, and motivation to recover; and,
- creating flexible reimbursement models that emphasize prevention and have incentives for after-care.

Forty-six community leaders, elected officials, service providers, business leaders and community organizations already have committed to participating in this effort.



THE EXECUTIVE DIRECTOR POSITION

Worcester Fights Back has an unprecedented opportunity to marshall resources to address the Worcester community's most pressing concerns about substance abuse. WFB seeks a high-energy, multi-talented individual to provide vision, organization, and leadership to the large number of individuals and institutions committed to the planning effort. The Executive Director must demonstrate strength in organizing community initiatives, program development, organizational management, and public relations.

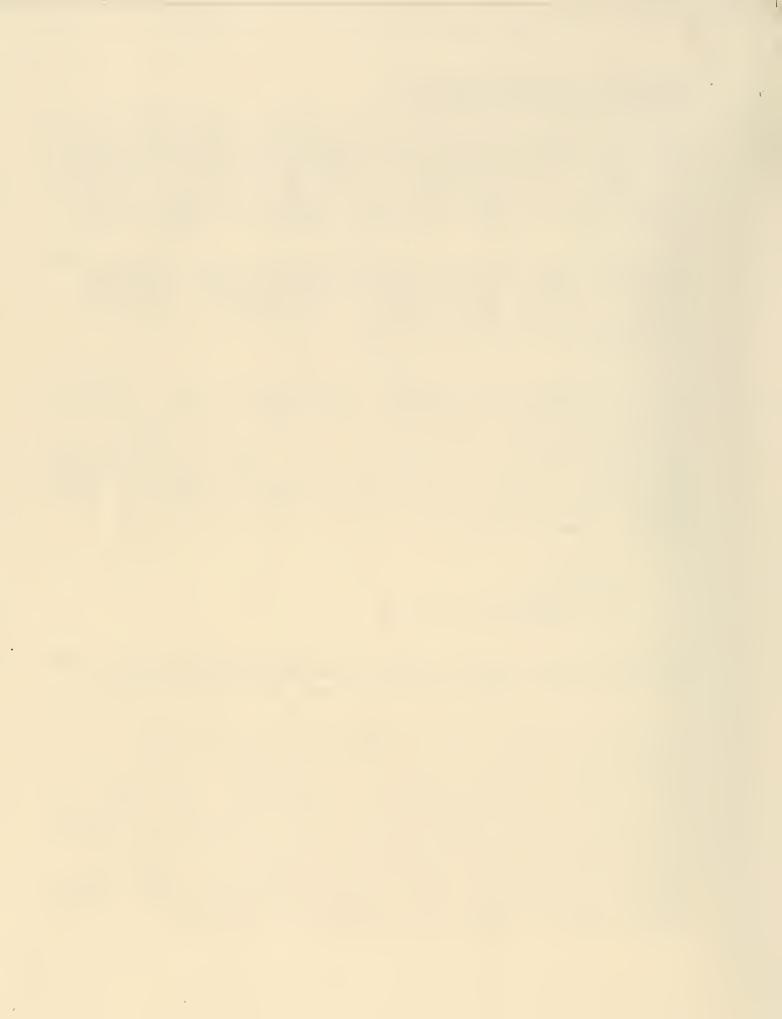
The Executive Director of WFB is its chief executive officer, reporting to the Citizen's Task Force, a group of dedicated community leaders and agency representatives elected by a larger Board of Corporators. The Citizen's Task Force functions in the manner of a non-profit Board of Directors, overseeing program planning and development, monitoring performance against goals, and ensuring fiscal accountability.

The bulk of WFB's work will be carried out by volunteer members of a Consortium of Participating Agencies and its task forces. Since the Executive Director will play a key role in organizing and managing the work of these volunteers, s/he must possess a fundamental belief that diverse members of a community stand to benefit by working together to address a shared concern. As the principal staff person for WFB, the Executive Director will build upon the volunteer momentum which generated the WFB initiative. Assisted by a Program Assistant and an Administrative Assistant, the Executive Director will convene and manage the Consortium and task forces. The task forces will identify and measure needs, develop a strategic plan, and design new programs in these key areas:

- prevention
- treatment
- public awareness
- cost reimbursement systems, and
- information systems.

The Executive Director and staff of WFB will gather information from the Task Forces and others on a broad range of substantive issues, then provide the focus and direction required for ongoing action in and among the essential areas of concern.

At various times, the Executive Director may assume the role of motivator, facilitator, entrepreneur, and manager. With a spectrum of issues in mind and an understanding of the array of available resources, the Executive Director will provide conceptual congruity to the efforts of all parties, and will be in an unique position to identify and create opportunities for collaboration. The Executive Director must be an articulate ambassador for WFB among its various constituencies, and must be able to speak effectively to the concerns of diverse groups. S/he will be expected to develop and sustain collaborative relationships with a range of partners and must interact with equal comfort at the grass roots level and in corporate boardrooms. Because WFB is a mechanism for mobilizing resources across the community and enhancing the work of individual organizations through collective efforts, the Executive Director also must be able to strike the delicate balance between promoting WFB and heralding the accomplishments of participants.



SPECIFIC RESPONSIBILITIES

The Executive Director will have responsibilities in each of three key areas: program and community relations; fundraising and public relations; and administration and finance.

PROGRAM AND COMMUNITY RELATIONS

The primary program activity for WFB during the coming two years is the development of a comprehensive strategic plan that addresses both the prevention (primary and secondary) and the treatment of substance abuse. Intimately related to the planning process is the need to work actively with WFB's various constituencies. The Executive Director will have central responsibility for ensuring communication with and among these constituencies, and seeing through the outcomes specified by the Robert Wood Johnson Foundation. The Executive Director will:

- convene Task Forces and identify their leadership from among the Consortium of Participating Agencies;
- establish and monitor a planning process based on the work of the Task Forces;
- manage the development of a strategic plan that accomplishes the objectives outlined above;
- develop, with Task Forces, model programs to implement Task Force recommendations;
- identify opportunities and facilitate negotiations for collaborations designed to achieve WFB's goals;
- work with task forces to establish mechanisms for educating and training WFB's various constituents about one another's philosophies, activities and concerns; and,
- act a liaison between WFB and participating agencies.

FUNDRAISING AND PUBLIC RELATIONS

The Executive Director will ensure that WFB is aware of funding opportunities among public and private sources. S/he will help to package program components, identify creative ways to approach particular funders, and assemble funding for particular initiatives from multiple sources. In addition, s/he will ensure public awareness of WFB and the related accomplishments of its participants. The Executive Director will:

- keep abreast of public and private funding opportunities (at the local and national level) and organize and submit proposals on behalf of WFB;
- advise participating agencies of approaches to funders, particularly where collaborative projects are involved;
- · work with Task Forces to secure funding for new initiatives;
- develop and implement a public relations strategy.

ADMINISTRATION AND FINANCE

The Executive Director is responsible for the smooth operation and financial viability of WFB. Administrative responsibilities include personnel management, budget development, and tracking and reporting on income and expenses. The United Way of Central Massachusetts will share office services and facilities with and serve as the fiscal agent for Worcester Fights Back.



QUALIFICATIONS

The Search Committee is seeking an experienced, energetic, entrepreneurial individual with outstanding conceptual and communication skills. As the first staff member of a new organization with an ambitious agenda, the Executive Director must be able to create and follow through on many projects simultaneously. Working within the broad mission of WFB, the Executive Director must be able to establish and articulate a vision, set forth an action plan for staff and volunteers, and manage its implementation.

The most suitable eandidates will have a track record of leadership and tangible accomplishment. Candidates must have demonstrated success in the following areas:

- · leading complex strategic planning
- · organizing community wide initiatives;
- · working with minority communities;
- · managing large numbers of active volunteers in strategic roles; and
- developing strategies for securing, coordinating, and leveraging funds from a variety of public and private sources.

In addition to relevant leadership and managerial skills, the successful eandidate must be an effective communicator and negotiator, able to articulate and gain support for key issues among diverse agendas, and skilled at helping people to find common ground.

Applicants may eome from many backgrounds, but demonstrated experience in eommunity organizing, eoalition building, or community planning is highly desirable. While applicants need not be expert in substance abuse policy, they should be able to demonstrate a sophisticated approach to dealing with public health and human service delivery systems, and be able to seek and use expert opinion as needed. Familiarity with public and private funding sources and knowledge of substance abuse issues would be extremely helpful.

Candidates should have at least five years of proven experience in a responsible leadership role. A masters degree in community planning, public health, social work, education, public administration, or another relevant field is highly desirable.

Compensation includes salary in the mid-\$40's plus benefits.

Worcester Fights Back is an equal opportunity employer and strongly encourages minority candidates to apply.

Please send letter, resume and salary requirements in confidence to:

Chairperson, WFB Search Committee c/o Technical Development Corporation 11 Beacon Street Suite 1100 · Boston, MA 02108



(Newspaper Ad)

EXECUTIVE DIRECTOR WORCESTER FIGHTS BACK Community Services Planning Initiative

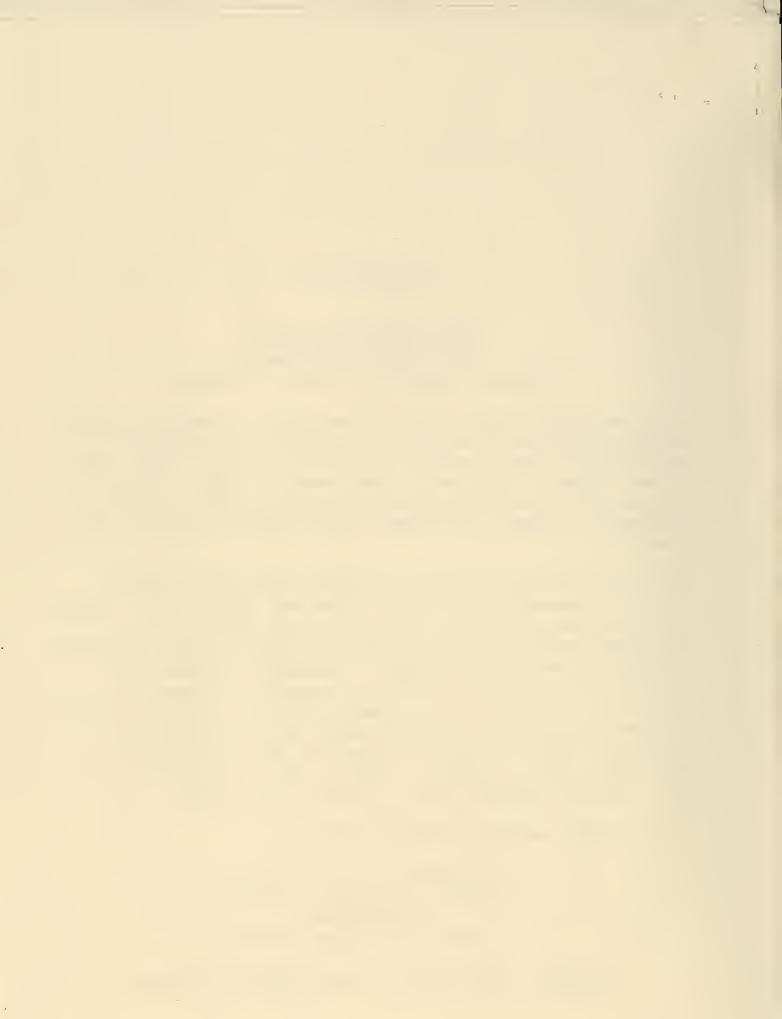
Worcester Fights Back, a community partnership to reduce the demand for illegal drugs and alcohol in Worcester, MA, seeks an energetic, entrepreneurial Director. Working with staff & volunteers from a wide variety of health, human service, government and citizens' groups, the Director will provide vision, organization and leadership to produce a community wide plan for substance abuse prevention, treatment, and education.

The Executive Director will guide multiple projects from inception through implementation, and forge collaboration among diverse interests. Ideal candidates will have demonstrated success in community organizing, strategic planning, working with minority groups, volunteer management, and funding strategies. Outstanding conceptual and communication skills and management experience are essential. Applicants may come from many backgrounds, but knowledge of health or human service delivery systems, public and private funding, and substance abuse issues helpful. Minimum 5 years professional experience required. Masters in urban planning, public health, social work, education, administration, or relevant field preferred.

Letter, resume and salary requirements to:

Chairperson, Search Committee
c/o Technical Development Corporation
11 Beacon Street
Boston, Massachusetts 02108

Worcester Fights Back is an equal opportunity employer.



State of New Hampshire

DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF ALCOHOL AND DRUG ABUSE PREVENTION

JUDD GREGG GOVERNOR

M. MARY MONGAN COMMISSIONER

GERALDINE SYLVESTER
DIRECTOR

STATE OFFICE PARK SOUTH

105 PLEASANT STREET

CONCORD, NEW HAMPSHIRE 03301

(603) 271-6100

TTY/TDD Relay 225-4033

1-800-992-3312

March 23, 1990

Julia

Arthur Osborn, President Massachusetts AFL-CIO 8 Beacon St. Boston, MA 02108

Dear Arthur;

The twenty first New England School of Addiction Studies will be held at University of New Hampshire in Durham, NH the week of June 17th, 1990.

We do not have to tell you what a valuable opportunity to upgrade skills and stay abreast of the state-of-the-art the New England School is for professionals and paraprofessionals. The information imparted in the major presentations and the wide selection of useful workshops is enhanced by the opportunity participants have to interact with their peers from throughout New England.

We anticipate there will be over 500 attending the school this year. As with any major event of this type, expenses continue to increase each year. Even though we were forced to increase the tuition from \$350 to \$360, our anticipated expenses will still be higher than estimated.

We are, therefore, calling upon people like you who are familiar with the value of NESAS to the treatment field or who ar familiar with the problem of addiction in the worksite to assist us. Your donation of \$1000 would go a long way toward maintaining the high quality of the school. Perhaps, rather that an undesignated donation, you would prefer to support a specific event such as the following:

Student, Faculty Barbecue	\$ 750
Student, Faculty Opening Reception	\$ 750
Student, Faculty Coffee & Soda Breaks	\$ 300 (8 Breaks = \$2400)
Student, Faculty Early Morning Coffee	\$1000
Support Groups Coffee	\$ 500
School Dance Refreshments	\$1000
School Disc Jockey	\$ 400 .
Faculty Dinner	\$ 400

Any assistance you may provide will be greatly appreciated. Your donation will, of course, be acknowledged at the event supported. Early response will insure availability of the activity you choose to support.



Checks should be made payable to NESAS and forwarded to Brooks Marshall, the school coordinator. If you have any questions, please contact Brooks at (603) 868-6602.

We thank you for your consideration and for your continued interest in this important annual event.

Sincerely yours,

Diraldine

Geraldine Sylvester, Director





DFRORAH HOSPITAL FOLINDATION'S

DANCE

You Are Cordially Invited To Attend The

Deborah Hospital Foundation's Third Annual "Big-Heart" Award Dinner Dance

ATION ast Brunswick, New Jersey

In Honor of

Edward B. Pulver

Secretary Treasurer, New Jersey State AFL-CIO

Benefiting

Deborah Hospital Foundation

Organized for the Sole Support of Deborah Heart & Lung Center

National - Non-Sectarian

— Sponsored by Organized Labor —

9

Saturday Evening, June 16, 1990

Ramada Renaissance Hotel

NJ Turnpike Exit 9, on Route 18 East Brunswick, New Jersey

Cocktails: 7 PM Dinner: 8 PM

Subscription \$125 per person Dress Optional l Deborah lary urer, New

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Charles H. Marciante
Dinner Chairman
President
New Jersey State AFL-CIO

VD Meet Edward Pulver Ov



Secretary-Treasurer New Jersey AFL-CIO

Edward graduated from St. Paul's Grammar School, Jersey City, New Jersey, in June of 1940 at the close of the great depression. His father was ill at the time and unable to provide for the family. Edward immediately enlisted into the Civilian Conservation Corp in July of 1940, the first of a string of federally funded programs under President Franklin D. Roosevelt. He completed his enlistment in Montecello, Utah and was discharged on December 29, 1940.

Edward then entered into the employment of the Pennsylvania Railroad Marine Division and served on the Tug Boats in the New York Harbor, from 1941-1943. In the early months of 1943, he was inducted into the United States Army, Air

Force and was discharged at the end of the same year due to an injury. In 1944, he married and began a family which would eventually grow to five children.

In 1944, he was the first veteran to be employed by Western Electric as a radar inspector and joined the C.I.O. (Congress of Industrial Organizations). In 1945, Edward, in love with the sea, returned to the Tug Boats and the New York Harbor then represented by the United Mine Workers (U.M.W.) District 50. He began to organize the Tug Boat fleets in the harbor and became their representative.

In search of better working conditions he encouraged his members to change unions from the United Mine Workers to the Masters Mates and Pilots Union. In 1958, Edward was elected Vice-President of Local 1, Master Mates and Pilot Union. In 1959, the fleet again changed unions from the Masters, Mates and Pilots Union to the Inland Boatman's Union of the Seafarer's International Union, an election as in those previous, he won by a landslide.

In 1960, Edward coordinated the first railroad strike in the last 100 years of that industry. In 1962, he went on to become Regional Director of the Seafarer's International Union with jurisdiction over the entire East Coast.

Over the next 14 years, while an S.I.U. official, Edward was elected President of the Hudson County Central Labor Council in 1970. He was appointed National Regional C.O.P.E (Committee on Political Education) Director for Region 7 Connecticut, New York and New Jersey from 1973-1977.

While Regional C.O.P.E. Director and President of the Hudson County Central Labor Council, Edward was appointed Vice-President of the New Jersey State A.F.L.-C.I.O., an office he held from 1972-1976. In 1976, Edward was elected Secretary-Treasurer of the New Jersey State A.F.L.-C.I.O., at which time he relinquished his post as Regional C.O.P.E. Director and Vice-President of the New Jersey A.F.L.-C.I.O.

It is common knowledge that some of organized labor's greatest achievements have been accomplished through the cohesive coalitions between organized labor, community groups and public officials. Edward Pulver set out to cultivate and build such coalitions in New Jersey by putting into the communities the ingredients and resources by which community leadership is developed. By acting as a volunteer and encouraging other union officials to follow suit, Edward Pulver unleashed the richest

resources that organized labor has to offer, "People Power." Over the last 29 years his community activism and political astuteness has led him to be recognized by virtually every community group in Jersey City and throughout the state. He has been hailed as a champion of Civil rights by the black community, in the hispanic community is known as their "Rocky", and "Godfather" to the philipino community.

The beginning of his public service began in 1960, when he was appointed to the Jersey City Parking Authority, which today is the only city agency in financial solvency.

He has, for the last ten years, conducted food drives for striking union members in the country and community churches. During the Christmas holidays, Edward dressed as Santa Claus, and visited Jersey City Public Schools followed by vans loaded with toys.

On one specific instance in 1978, Edward was conducting a food and clothes drive for the farm workers in California under the leadership of Cesar Chavez. When 40,000 union members responded, the results were quite astounding. "We were storing the goods on the second floor of the union hall, trying to figure out the best way to ship it. One morning, we came in and found that the second floor had caved in from the excess weight of the goods. Everything was now on the first floor. I turned to Cesar Chavez and said at least now we don't have to carry it down."

To completely list Edward's involvement with community boards and commissions would be nearly impossible. Here are but a few . . . New Jersey State Boards on alcoholism; Co-founder of the labor council for Latin American Advancement; Co-founder, A. Philip Randolf Institute -AFL-CIO; Elected to the New Jersey State Executive Board, Labor Council for Latin American Advancement (first non-hispanic to serve).

In 1984, Edward was struck with cancer of the lung, having the lung removed, he joined the Board of Directors of the PACK Foundation for cancer research, now The Rudy D'Angelo Foundation. He presently serves as chairman.

To list the awards Edward has received for his service and dedication would be a Herculean task. Again, here are but a few that have been bestowed upon our friend, Ed Pulver:

"Labor Man of the Year Award" Hudson County Central Labor Council 5/72

"Honor Award" International Longshoreman Association, AFL-CIO 9/73

"Leadership Award" United Food and Commercial Workers Local #464 AFL-CIO 11/73

"Leadership Award" Operating Engineers Marine Division Local #25 AFL-CIO 2/76

Awarded "Tree of Life" Jewish National Fund 3/81

"Distinguished Humanitarian Award" A. Philip Randolph Institute 5/82

"Honoree" Maritime Port Council of Greater New York 10/83

"Recipient of Congressional Record" presented by Congressman Frank Guarini 5/19/88

Tonight, we add the Deborah Hospital Foundation's Big-Heart Award to this most prestigious list of recognitions Edward has received.

It is difficult to summarize into a brief paragraph the life achievements of any one individual. This is especially true of Edward Pulver, who all his life believed that "we have a moral responsibility to become the best that we can possibly be and in doing so, we can provide for those less fortunate."

1990 DEBORAH HOSPITAL FOUNDATION'S THIRD ANNUAL "BIG-HEART" AWARD DINNER DANCE

Honoring

Edward B. Pulver

Secretary-Treasurer, New Jersey State AFL-CIO

DINNER COMMITTEE

Dinner Chairman

CHARLES H. MARCIANTE President, New Jersey State AFL-CIO

DINNER COMMITTEE

NJ State AFL-CIO Executive Board Members:

JOHN AGATHOS
HENRY ANNUCCI
AL BECK
HECTOR BONTEMPO
JAMES BOYLE
FRANK CAIAZZO
PATRICK CAMPBELL
NICHOLAS CAPRIO
FRANK CIBO
JOSEPH DE MAIO
JAMES DILLON
PETER DONATELLO
ALFRED FONTANA
FRANK FORST

SALVATORE GIARDINA
PHILLIP GIRARDI
CAROLE A. GRAVES
RAYMOND GREELEY
WILLIAM HANCOX
CHRIS JACKMAN
THOMAS KELLY
JOSEPH KENNY
JAMES LAIR
BEN LEFARI
LEW MALLETT
RITA MASON
JACK MERKEL
JOHN NICCOLLAI, JR.

MICHAEL PARSONS
JOSEPH PECORA, JR.
ROBERT PURSELL
ANTHONY SANTO
PETE SMITH
WILLIAM SOLARSKI
THOMAS SPERLING
WILLIAM TANIS
AUGUSTIN TELLEZ
ED TREACY
GEORGE VAN HUFF
CHARLES WALTHER, JR.
ROBERT WATKOSKEY
CHESTER WIERZBOWSKI

STANLEY H. FRYCZYNSKI, JR. President Deboroh Hospitol Foundotion Deboroh Heart & Lung Center RONALD W. JONES, JR. "Big Heort" Founder STEVEN C. GROSSMAN Speciol Events Coordinotor Deboroh Hospitol Foundotion



Organized for the sole support of Deborah Heart and Lung Center

136

DEBORAH HOSPITAL FOUNDATION'S

THIRD ANNUAL "BIG-HEART" AWARD DINNER DANCE

HONORING

Edward B. Pulver

Secretary-Treasurer, New Jersey State AFL-CIO

ALL PROCEEDS TO BENEFIT DEBORAH HOSPITAL FOUNDATION

Saturday Evening, June 16, 1990—Ramada Renaissance, NJ Turnpike Exit 9, East Brunswick, New Jersey



CHAIRMAN CHARLES H. MARCIANTE President, New Jersey State AFL-CIO

DINNER COMMITTEE
New Jersey State AFL-CIO
Executive Board Members:

JOHN AGATHOS HENRY ANNUCCI AL BECK HECTOR BONTEMPO JAMES BOYLE FRANK CAIAZZO PATRICK CAMPBELL NICHOLAS CAPRIO FRANK CIBO JOSEPH DE MAIO JAMES DILLON PETER DONATELLO ALFRED FONTANA FRANK FORST SALVATORE GIARDINA PHILLIP GIRARDI CAROLE A. GRAVES RAYMOND GREELEY WILLIAM HANCOX CHRIS JACKMAN THOMAS KELLY JOSEPH KENNY JAMES LAIR BEN LEFARI LEW MALLETT RITA MASON JACK MERKEL JOHN NICCOLLAI, JR. MICHAEL PARSONS JOSEPH PERCORA, JR. ROBERT PURSELL ANTHONY SANTO PETE SMITH WILLIAM SOLARSKI THOMAS SPERLING WILLIAM TANIS AUGUSTIN TELLEZ **ED TREACY** GEORGE VAN HUFF CHARLES WALTHER, JR.

STANLEY H. FRYCZYNSKI, JR. President Deboroh Hospitol Foundotion Deborah Heort & Lung Center Deboroh Reseorch Institute

RONALD W. JONES, JR. "Big Heort" Founder

ROBERT WATKOSKEY CHESTER WIERZBOWSKI

STEVEN C. GROSSMAN Special Events Coordinator Deboroh Hospital Foundation



Dear Friend:

We are honored to be given the opportunity to assist the renowned Deborah Heart and Lung Center in acknowledging and honoring the exemplary efforts of our good friend, Mr. Edward B. Pulver, Secretary-Treasurer, New Jersey State AFL-CIO.

Ed Pulver is the third recipient of the Deborah "Big-Heart" Award. This Award is given to a deserving individual, a true humanitarian, one who benefits all of the lives he or she touches. There is no one that I can think of who deserves this award more. Ed Pulver has distinguished himself as a true humanitarian in all walks and facets of life.

This gala event will be held on Saturday evening, June 16th at the Ramada Renaissance Hotel, Exit 9, New Jersey Turnpike, East Brunswick, New Jersey. Cocktails are at 7 p.m. . . . Dinner and Dancing to follow. Tickets are \$125.00 per person. . . table of ten (10), \$1250.00. All of the proceeds from this event will benefit the Deborah Hospital Foundation.

Since its founding in 1922, Deborah holds the distinction of never rendering a bill for any medical treatment received and considering the cost of heart surgery today, we find this quite remarkable. Last year Deborah cared for over 28,100 people; Many of our brothers and sisters, our family members and even friends are included in this total. Every segment of the Trade Union Movement supports Deborah for the solid things they do for Union members and their families.

We ask you to join us in making this Dinner successful by participating in this worthwhile event. All contributions are tax deductible so ask your employer to join you at this gala event where we pay tribute to our most caring friend. Information is also enclosed about an accompanying Souvenir Journal.

We look forward to greeting you at this most prestigious affair.

Fraternally yours,

Charles H. Marciante Dinner Chairman

President

New Jersey State AFL-CIO

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Organized for the sole support of Deborah Heart and Lung Center National - Non Sectarian

BACK COVER or

1990 DEBORAH HOSPITAL FOUNDATION'S

THIRD ANNUAL "BIG-HEART" AWARD DINNER DANCE

HONORING

Edward B. Pulver

Secretary-Treasurer, New Jersey State AFL-CIO

Saturday Evening, June 16, 1990

Ramada Renaissance, NJ Turnpike Exit 9, East Brunswick, New Jersey
*** ALL PROCEEDS TO BENEFIT DEBORAH HOSPITAL FOUNDATION ***



Souvenir Journal

Please insert the attached advertisement in your Journal on the occasion of the 1990 3rd Annual "Big-Heart" Award Dinner Dance. This is to be a _______advertisement for which I (we) agree to pay the sum of ______. Name of Firm _______Address ______ Signed _______Solicited by ______



CONTRACT RATES

INSIDE BACK COVER \$1,000.00

All contributions are tax deductible

Kindly make checks payable to:

Deborah Hospital Special Events

714 Market Street

Philadelphia, Pa. 19106

750.00

500.00

250.00

150.00

GOLD PAGE

SILVER PAGE

FULL PAGE.....

HALF PAGE

(PLEASE PRINT COMPANY NAME)



714 Market Street, Philadelphia, PA 19106			
Please address all correspondence to Deborah Special Events			
Gentlemen:			
Enclosed please find check for \$ for reservations to the 1990 Big-Heart Dinner Dance for Deborah Hospital Foundation in honor of Edward B. Pulver on Saturday evening, June 16, 1990 at the Ramada Renaissance, NJ Turnpike Exit 9, East Brunswick, NJ.			
Name			
Address			
Affiliation			
Subscription \$125.00 — table of 10 \$1,250.00. Make checks payable to "Deborah Hospital S.E." List guests on reverse side. No solicitation at Dinner. Contributions are tax deductible. Dress optional.			

DEBORAH BIG-HEART COMMITTEE



Jahred

EARTH DAY BREAKFAST RECEPTION

The contribution levels for attending the breakfast are as follows:

* Friend of the Earth: \$100 per ticket.

* Patron of the Earth: \$ 2,000.

Patrons are entitled to 20 tickets to the Breakfast Reception and a complementary copy of the official 'Earth Day New England Video", filmed live at the "Music for the Earth' concert in Boston, Massachusetts on April 22, 1990.

Guardian of the Earth: \$5,000 or more.

Guardians are intitled to 20 tickets for the Breakfast Reception and access to V.I.P. search at the "Music for the Earth" concert on the Eq. anade in Boston, Massachusetts on April 22, 1990.

Please our reservation to **Sylvia DeMarco** at (617) 35 6033 or (1117) 155 by April 18, 1990. If you are unable to after d the Breakfast of the you may send your donation to the address below.

Checks are to be made to New England Earth Day and mailed to

Sylvia DeMarco c/o New England Earth Day 41 West Street, Suite 6B Boston, MA 02111

THANK YOU FOR YOUR SUPPORT OF EARTH DAY!

* press availability



March 28, 1990

Executive Office

Mr. Arthur Osborn President Mass AFL-CIO 8 Beacon Street, Third Floor Boston, MA 02108

Dear Arthur:

On behalf of the ownership, management, and staff at The Boston Park Plaza Hotel & Towers, I want you to know how appreciative all of us are of your efforts over the last several days to move the dates for the 1990 Annual Conference of the Mass State Labor Council to September 5, 6, and 7.

Additionally, your statement, to all of your affiliated groups that The Boston Park Plaza Hotels & Towers is a place where they can and should do business, is a very meaningful and important action. I do very much appreciate your offer to share that correspondence with me.

The initiative and actions which you have taken over the last three days, and I am sure into the future, will go a long way to re-cementing the strong, continuing, and positive relationship that has existed between organized labor and this fine hotel for so many years.

My office will be contacting yours to set up a meeting at our mutual convenience, during April, at which point we will review all the issues we have discussed in the last few days towards the goal of making this year's event and all future ones a positive and profitable experience for us all.

4 1

Gary L. Saunders, CHA

President

P.S. I have also attached, as you requested, a copy of the windshield flyer which has been put onto all vehicles parked on the Columbus Avenue side of the hotel. I do appreciate your offer to follow up with the responsible party and to clarify that their issues relate to Eastern Airlines and not our hotel.

50 Park Plaza at Arlington Street Boston, Massachusetts 02117 • (617) 426-2000 • Telex 940107





MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

April 2, 1990

MEMBERS OF THE EXECUTIVE COUNCIL

50

FROM: ROBERT J. HAYNES, SECRETARY-TREASURER

Enclosed please find the Minutes of the March Council Meeting for your perusal and acceptance.

The next meeting of the Executive Council is scheduled for:

> THURSDAY, APRIL 19, 1990 DATE:

10:00 A.M. - Meeting TIME:

12:30 P.M. - Luncheon

BOSTON TEACHERS UNION HALL PLACE:

> 180 Mt. Vernon Street

(BEHIND BAYSIDE EXPO) Dorchester, Mass.

ROBERT J. HAYNES

SECRETARY-TREASURER

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS JOSEPH M. LYDON

JOSEPH C. FAHERTY JAMES FARMER

VICE PRESIDENTS

PRESIDENT

RICHARD ABDOW **RONALD ALMAN** EDWARD F. BURKE JR. ARTHUR BUTLER GIRO J. CARDINAL LINDA R. CHIGAS THOMAS CHIRILLO JANET CIEJKA JOHN P. CONLEY JOSEPH A. DART NICHOLAS DIMITROPOLIS CHARLES DeROSA PAUL L. DEVLIN JACK DONEGAN RONALD A. FERRIS WILLIAM J. FOLEY WILLIAM F. IRVIN JOSEPH W. JOYCE THOMAS P. KERR DONALD J. LEAHY DICK LeBLANC KEVIN MAHAR CHARLES McDEVITT NANCY MILLS A. MICHAEL MULLANE

HERBERT OLLIVIERRE JOHN PHINNEY

CYNTHIA RODRIQUES

CHARLES E. THOMPSON

TONY ROMANO JOHN F. SIMMONS

BARNEY WALSH

MANNY WILLIAMS

Looking forward to seeing you at the BTU on April 19.

EDWARD W. COLLINS JR. It would be appreciated if you would R.S.V.P. at your earliest convenience (617) 227-8260.

> FROM THE NORTH: TAKE EXPRESSWAY SOUTH DIRECTIONS: (BTU is off Southeast Expressway) Take U-Mass.-Columbia Road Exit of the Southeast Expressway. At the bottom of the ramp - go left - when you come to the Rotary - go 1/2 way around rotary - you will now be on Day Boulevard. Proceed to MDC Police Station (will be on right hand side) - directly after Police Station take right - this will bring you into the Boston Teachers Union Parking Lot.

FROM THE SOUTH: TAKE EXPRESSWAY NORTH DIRECTIONS: BTU is off Southeast Expressway. Take U-Mass.-Columbia Road Exit of the Southeast Expressway. At the botton of the ramp - go right - when you come to the Rotary - go 1/2 way around - you will be on Day Boulevard. Proceed to MDC Police Station (will be on right hand side) - directly after Police Station take right - this will bring you into the Boston Teachers Union Parking Lot.



WENDY M. BITTNER
WENDY M. BITTNER
ELIZABETH K. BOYER

BITTNER & BOYER

ATTORNEYS AT LAW
27 SCHOOL STREET
BOSTON, MASSACHUSETTS 02108
(617) 367-0054

CONTROL OF CONTROL

RELIZABETH K. BOYER

FAX (617) 367-3770

August 22, 1990

Arthur R. Osborn, President Massachusetts AFL-CIO 8 Beacon St. Boston, MA 02108

RE: Judith Neumann

Applicant for Commissioner, Labor Relations Commission

Dear Arthur:

Enclosed is a letter to you, with her resume, from Judith Neumann, who is seeking appointment to the five-year "union-side" position as Commissioner at the Labor Relations Commission, which my resignation has created.

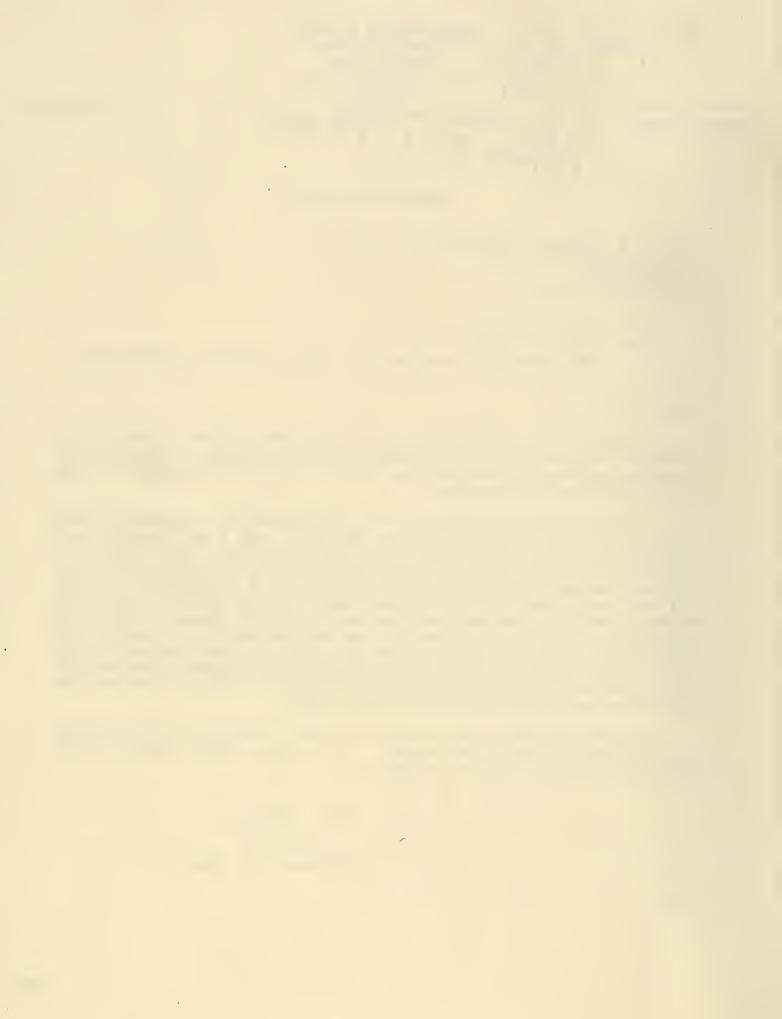
I know that your opinion and recommendation concerning this Commissioner appointment will be critical, and I am pleased that you can review Judy's excellent qualifications and record of experience. As I know firsthand, she has been an exemplary public servant during the years she has served as a Commission hearing officer, and is held in the highest regard by the entire Commission staff as well as the many parties who regularly appear before the Commission. She is zealous in her dedication to advancing the important goals and rights protected by the collective bargaining laws, and I know that she would serve with the highest distinction as a Commissioner. Her candidacy will undoubtedly receive the support of many public sector labor unions.

On the personal side, Wendy and I very much enjoyed our lunch and discussion with you today. As always, your support and friendship means a lot to us both.

Best regards,

Elizabeth K. Boyer

Enc.



JUDITH NEUMANN 469 Wolcott Street Auburndale, MA 02166 (617)965-8544

August 22, 1990

Mr. Arthur Osborn, President Massachusetts AFL-CIO 8 Beacon Street Boston, MA 02108

Dear Mr. Osborn:

I have applied for the position of Commissioner at the Labor Relations Commission, recently vacated by Elizabeth Boyer. Since this seat is sometimes viewed unofficially as a "union" seat, and since affiliates of your organization represent numerous public employees over whom the Commission has jurisdiction, I'm sure that this appointment is a matter of serious interest to you. In view of my background and qualifications, I would be pleased if your organization would consider endorsing my candidacy for Commissioner.

As you can see from the enclosed resume, I have been a practicing public sector labor relations attorney for over thirteen years, five of them as staff counsel to a labor organization. Indeed, my interest is becoming a labor lawyer was kindled by my experiences as a clerical worker involved in efforts at selforganization, resulting in a deep personal commitment to the resolution of workplace issues through collective bargaining.

While in law school, I concentrated on labor relations courses and I worked in exclusively union-side labor relations clerkships. During the five years I worked for an NEA-affiliate, I was also active in organizing and negotiating for a unit of clerical employees with whom I worked. In the past eight years I have been successfully employed as a neutral decisionmaker, but my decisions nonetheless reflect the perspective my earlier union work provided me about the purposes and goals of labor relations laws.

Since there are currently two Commissioner positions open, I believe my lengthy employment at the Commission, thorough familiarity with Commission law and practice, and understanding of the needs of the agency, are qualities of particular importance in filling the current position. Like many of the employees whom your affiliates represent, I have been a committed public servant for



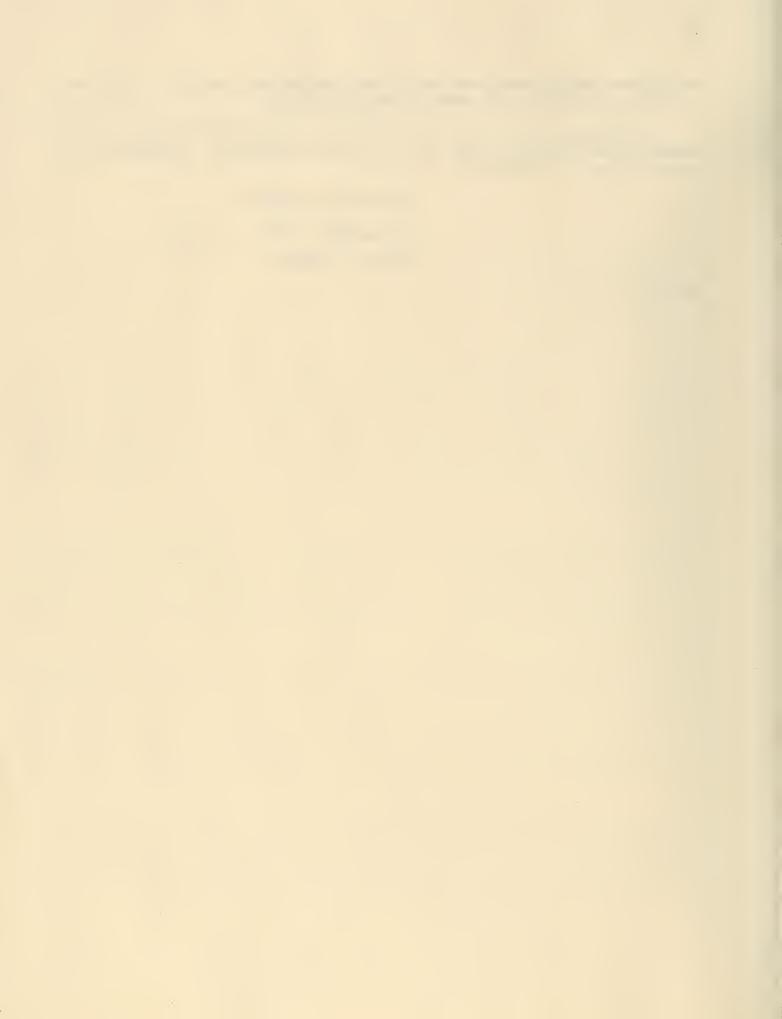
many years and am well-suited to help guide the agency in the face of staff shortages and other fiscal troubles.

. I would be pleased to discuss my qualifications or the Commissioner position with you at your convenience. Thank you for considering my candidacy.

Yours very truly,

Judith Neumann

JN



Admitted to practice law in Massachusetts and Wisconsin

LABOR RELATIONS EXPERIENCE

•Counsel and Hearing Officer, Massachusetts Labor Relations Commission, Boston, MA. June 1982 to the present.

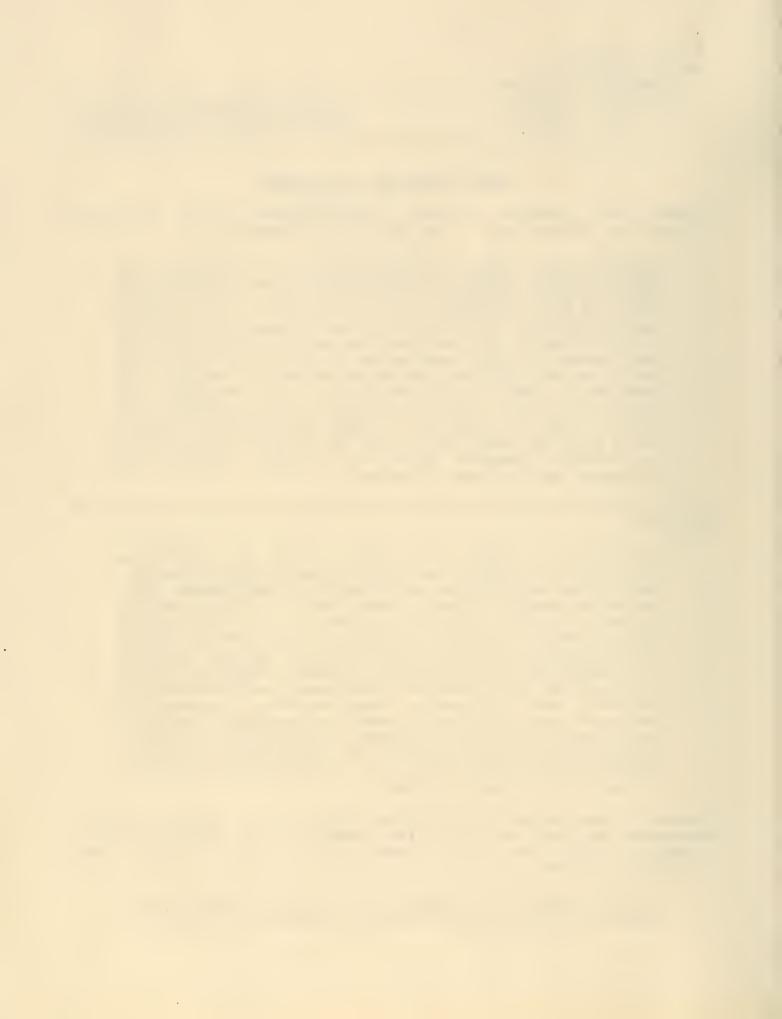
Conducted hearings and issued published decisions in numerous cases adjudicating unfair labor practice charges and resolving representation disputes; substantially assisted the Commission to develop policy in the agency service fee area and devised a case management system for coordinating agency service fee cases; provided advice and counsel to the Commission in connection with its decisions and drafted Commission decisions; advised the Commission and participated in the drafting of administrative regulations; represented the Commission in the trial and appellate courts; mediated extensively among parties appearing before the Commission in order to resolve disputes prior to hearing; trained and counseled newly-hired attorneys.

• Staff Counsel, Wisconsin Education Association/NEA, June 1977 to May 1982.

Litigated in federal and state trial and appellate courts, before federal and state administrative agencies, and before arbitrators all facets of employment law, including constitutional claims, unfair labor practice claims, civil rights claims, and employment discrimination claims; provided advice and extensive written legal opinions to union management and to field representatives; formulated collective bargaining policy and drafted model contract language; participated in grievance negotiations; represented contract and employees in termination proceedings; counseled employees facing disciplinary proceedings; taught and trained union employees and union members on labor relations law, including preparing materials for and presenting seminars of one to five days duration.

• Elected vice-president of United Staff Union (USU), 1978-79; appointed by the USU Executive Committee to represent on a voluntary, part time basis a subsidiary bargaining unit of fifty clerical employees.

Provided negotiations assistance and legal counsel during protracted contract negotiations, including an eight-week



strike, culminating in binding interest arbitration. Represented the bargaining unit in unfair labor practice proceedings before the National Labor Relations Board and in grievance arbitrations.

RELATED PROFESSIONAL EXPERIENCE

Contributor, <u>A Judicial Guide to Labor And Employment Law</u> (Walsh, ed., Lawyers Weekly and Flaschner Judicial Institute, 1990).

Member, Massachusetts Bar Association Legislation Committee; analyzed legislation for its impact on public employee collective bargaining and on labor relations policy.

Extensive public speaking experience, including the development, promotion, and teaching of a fifteen-session course on employment law for nonlawyers; presenting an overview of developments in Massachusetts Labor Relations Commission agency service fee law and policy to the New England Consortium of Labor Relations Agencies; presenting an overview of the scope of bargaining in the public sector to the Massachusetts Criminal Justice Training Council.

Member, Board of Directors, Angier After School Program; member, Board of Directors, Brookline Infant Toddler Center. Served on Personnel Committee of both nonprofit organizations.

1971-73 - Milwaukee Public Schools, High school history teacher.

EDUCATION

J.D. 1977, <u>cum laude</u>, University of Wisconsin; upper 10%; Law Review; concentration in public and private sector labor relations and negotiations courses; summer clerkship, Goldberg, Previant, and Uelman (large union side law firm located in Milwaukee); academic-year clerkship with the Wisconsin Education Association/NEA.

A.B. 1971, <u>magna cum laude</u>, Phi Beta Kappa, Marquette University. Attended on a full scholarship basis. Major in history, minors in philosophy and secondary education.

REFERENCES FURNISHED UPON REQUEST.



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Secretary-Treasurer **Educational Director** Efre //h S. E. Edwe research DI A Gerard portmellis 314 West Mair 5T Avm, ma 02322 Talv Studies anim freprime frekign frin brande. MASSACHUSETTS / AFL-CIO 8 BEACON STREET . BOSTON, MA 02108 (617) 227 - 8260

ROBERT J. HAYNES

From the Desk of . . .

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SOUTHEASTERN EDUCATIONAL RESEARCH COMPANY

314 West Main Street Avon, Massachusetts 02322

(508) 583-5716

educ Com

February 21, 1990

Robert Haynes Director of Education AFL/CIO 8 Beacon Street Boston, MA 02108 300

Dear Mr. Haynes,

In reference to our recent visit in your office, you indicated that possibly the AFL/CIO Education Committee could allocate some financial resources for the Labor Studies and Union Apprenticeship Day March 1st Workshop. Could you please discuss this matter with your Committee members and inform me as to whether a financial contribution could be offered for this event.

Thank you for your attention to this matter.

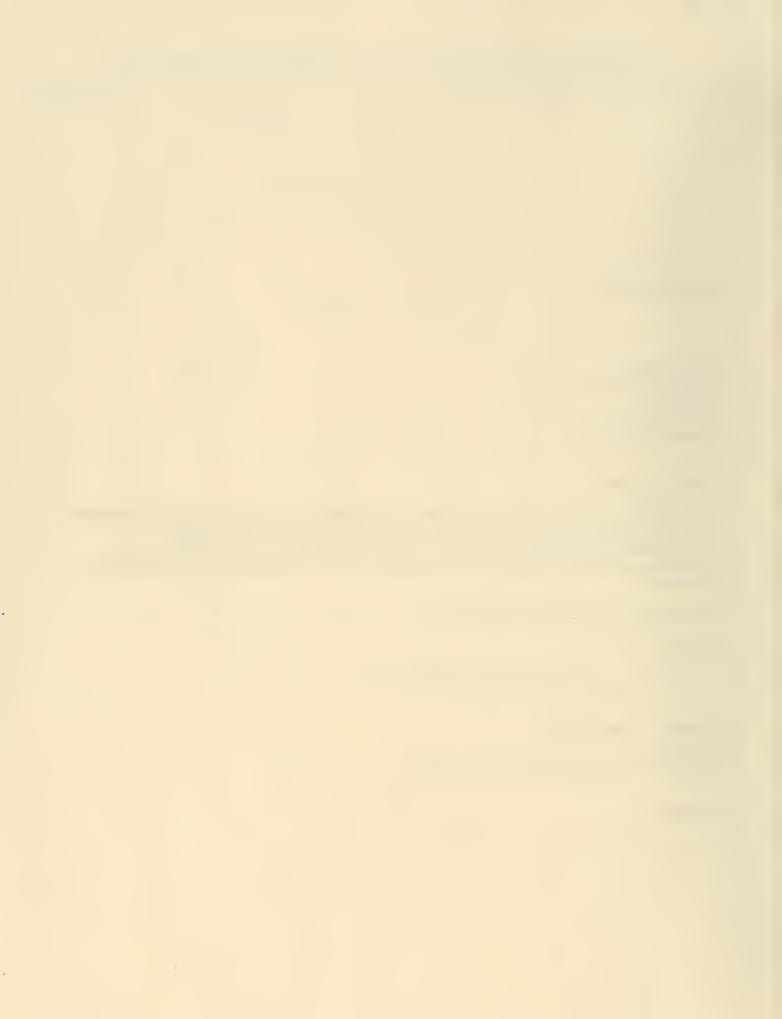
Sincerely,

Gerard P. Antonellis, Ed. D.

President

Southeastern Educational Research Company

GPA/ash



The Commonwealth of Massachusetts

Great and General Court

Massachusetts Black Caucus

State House, Boston 02133

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SHIRLEY OWENS-HICKS 6th SUFFOLK DISTRICT

NELSON MERCED 5th SUFFOLK DISTRICT

ALVIN THOMPSON 28th MIDDLESEX DISTRICT March 20, 1990

Tel. 722-2680 722-2681 722-2682

Dear Friend:

The Massachusetts Black Legislative Caucus will hold its Twelfth Annual Awards Dinner on Friday, April 27, 1990 at Prince Hall Masonic Temple. Our reception will begin at 6:00 P.M. Dinner will be served at 7:00 P.M. Our theme this year is "A Global Crisis: Our Children At Risk".

As members of the Massachusetts Black Legislative Caucus, we believe that the problems and issues of our day must be addressed now. They will impact the future, and we cannot ignore that future any more than we can ignore a crying child. That future is not some mysterious unknown. It has a face, and we see that future in the face of children. The Massachusetts Black Legislative Caucus identifies three areas where action should be concentrated in the 90's: the progress of the economy, the condition of the African American family, and education opportunities.

Your help has always been critical to our legislative success. We appreciate the financial support you have rendered in the past. As you are aware, no funds are used for partisan purposes. The Massachusetts Black Legislative Caucus Annual Awards Dinner is our major fundraising effort. Enclosed you will find information regarding advertising and tickets for this year's dinner. We urge you to purchase a table or place an ad in our souvenir journal which will be circulated throughout the New England area.

With your enthusiastic generosity and participation, the Massachusetts Black Legislative Caucus will continue to meet the challenge of our mission.

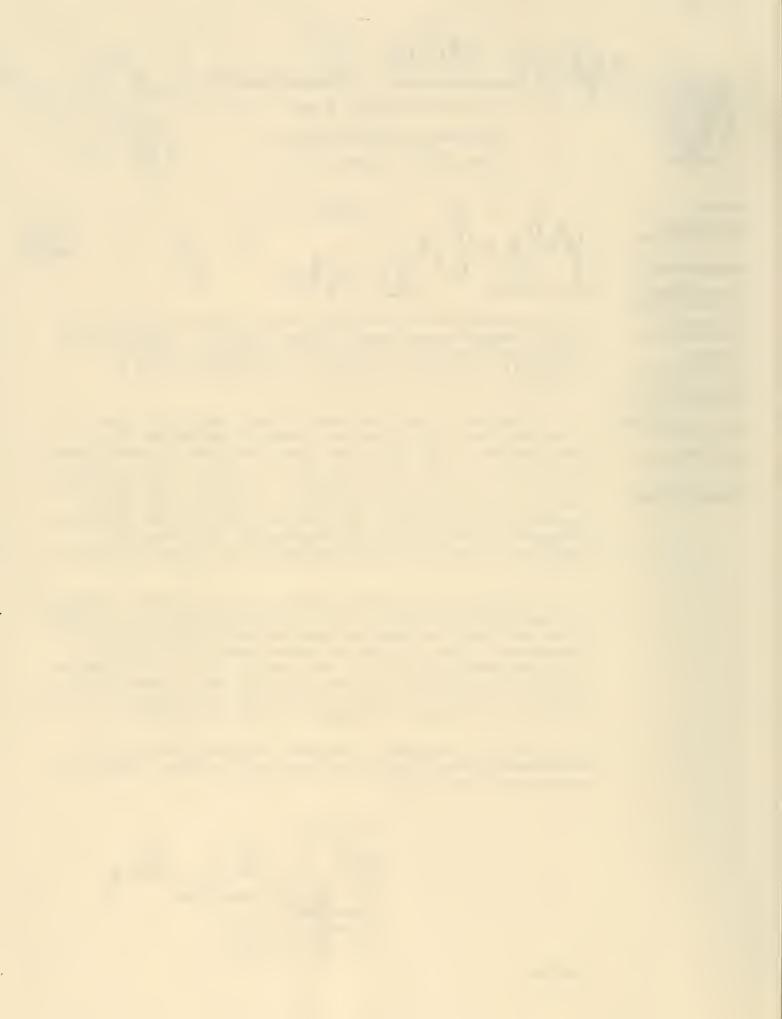
Sincerely,

Rep. Shirkey Owens-Hicks

CHAIRWOMAN

Massachusetts Black Legislative Caucus

SOH/adk



Join 18

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37th Annual Communion Breakfast Labor Guild

Sunday, April 29th 11 a.m.

an opportunity to hear a national AFL-CIO staff representative, who served from 1975-87 in the Boston - New England Area, and is familiar with the pressures peculiar to our area.

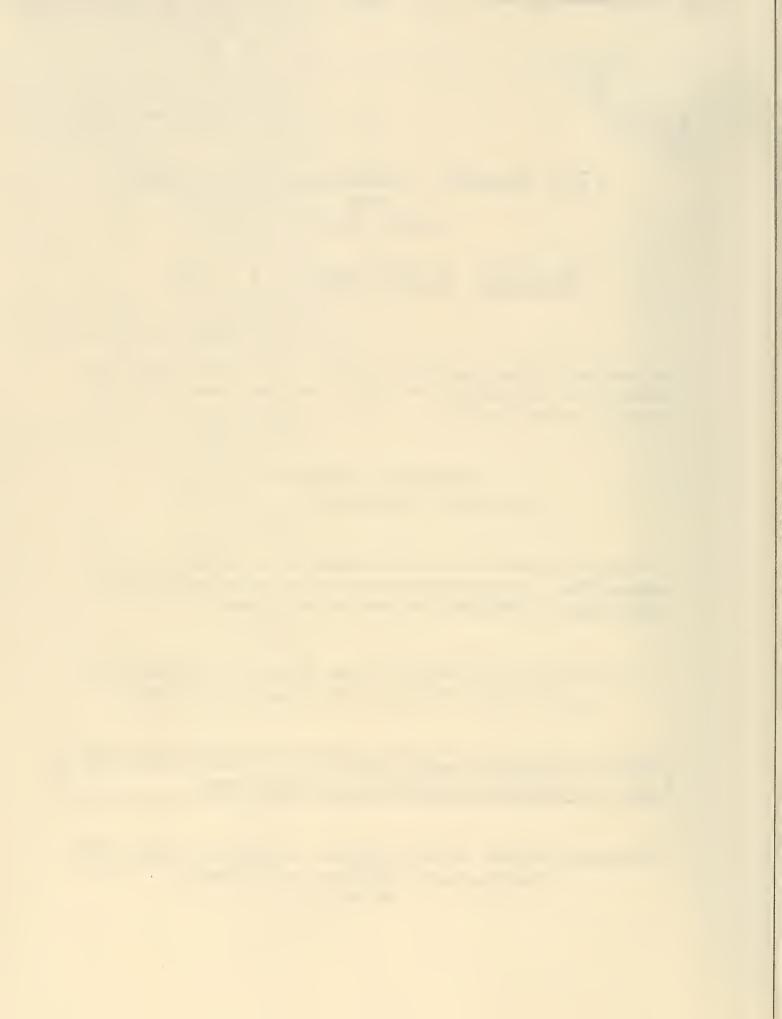
Joseph J. Shantz,
Asst. Director, Organizing Dept., AFL-CIO

Joe's present responsibilities include oversight of the field staff of the 12 regional offices. He has also been active over the years on multi-national issues and has just returned from a symposium in Japan.

The breakfast is proceeded by Mass-Worship at the nearby St Ann's Church, 757 Hancock St, Wollaston at 10 a.m.

Tickets \$15. Enclosed is a packet of tickets. Send in a check to cover those who will be attending and simply destroy any extra tickets.

Breakfast location: St. Ann's School - in the back of Labor Guild Headquarters - 883 Hancock St. Quincy 786-1822





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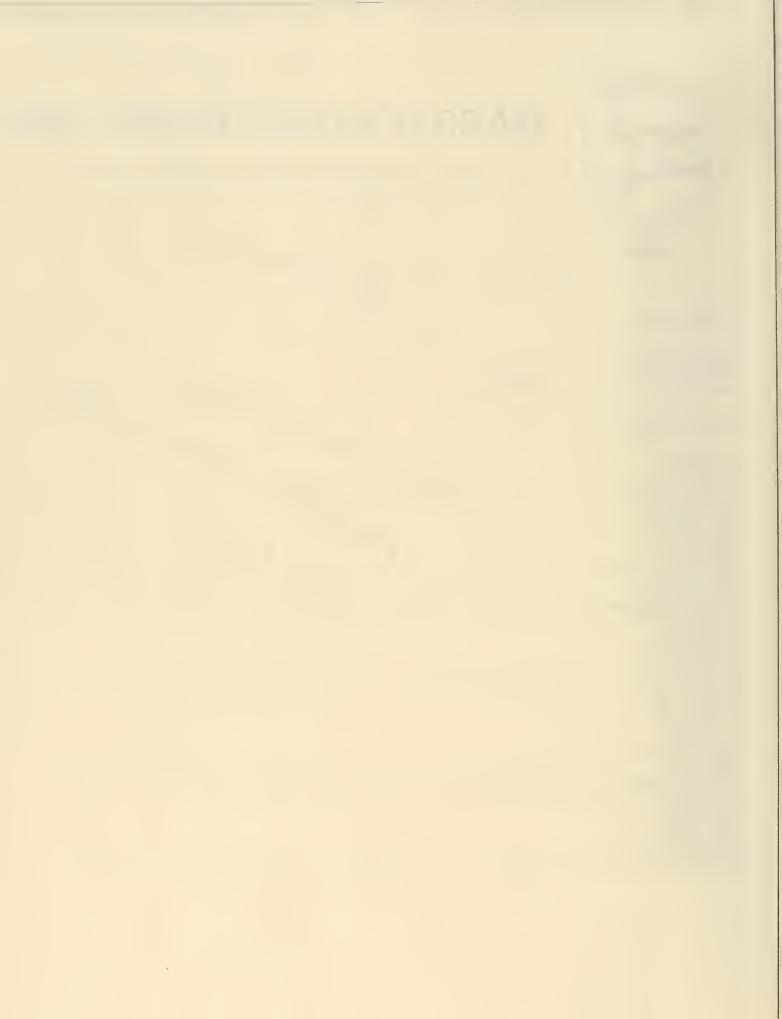
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Local 7

- A.F.L. - C.I.O

35 TRAVIS STREET, P. O. BOX 210 . ALLSTON, MASSACHUSETTS 02134 . TELEPHONE 617 - 254 - 7542 / 254 - 7543

\$ 100 to Joy for

DEAR BROTHER AND SISTERS:

ON MAY 13, 1990 LOCAL 7 MEMBER JAY HURLEY WILL BE EMBARKING FROM LOS ANGELES ON A 47 DAY CROSS COUNTRY BICYCLE TRIP WHICH WILL END RIGHT HERE IN BOSTON ON JUNE 27TH. THE TRIP WILL BENEFIT THE AMERICAN LUNG ASSOCIATION OF BOSTON. JAY IS A 16 YEAR MEMBER OF LOCAL 7 AS WELL AS A MEMBER OF THE EXECUTIVE BOARD. JAY WAS CO-ORDINATOR OF WARDS 6 & 7 (SOUTH BOSTON AND DORCHESTER) IN BOSTON FOR THE QUESTION 2 CAMPAIGN. JAY IS FAMILIAR WITH MANY OF YOUR MEMBERS WHO PARTICIPATED IN OUR CAUSE FROM THE SOUTH BOSTON AREA. JAY'S STRONG UNION COMMITMENTS HAVE LEAD US TO WHOLE HEARTEDLY ENDORSE HIM IN THIS EFFORT AND TO REACH OUT TO YOU FOR FINANCIAL ASSISTANCE.

THE AMERICAN LUNG ASSOCIATION OF BOSTON IS THE CHARITY JAY HAS CHOSEN TO RIDE FOR AND HE HAS COMMITTED HIMSELF TO RAISE A MINIMUM OF \$5,000 TO BECOME PART OF THIS TRIP. HE HAS SET HIS GOALS EVEN HIGHER AND HOPES TO MAKE A STATEMENT THAT BUILDING TRADES PEOPLE ARE CARING MEMBERS OF OUR COMMUNITY. BUILDING TRADES PEOPLE ARE CONSTANTLY IN THE FOREFRONT LENDING A HELPING HAND TO ORGANIZATIONS FOR THE LESS FORTUNATE.

JAY HAS TRAINED VERY HARD FOR THIS GRUELING BICYCLE TRIP AND IF YOU COULD HELP SPONSOR HIM AS THE BUILDING TRADES REPRESENTATIVE IT WOULD BE GREATLY APPRECIATED. THE AMERICAN LUNG ASSOCIATION WILL USE THE MONEY TO CONTINUE IN THEIR GOAL OF PREVENTING, CONTROLLING AND CURING ALL LUNG DISEASES.

PLEASE MAKE CHECK PAYABLE TO P.F.P. AMERICAN LUNG ASSOCIATION AND MAIL TO IRONWORKERS LOCAL 7, P.O. BOX 210, ALLSTON, MA 02134. THANK YOU.

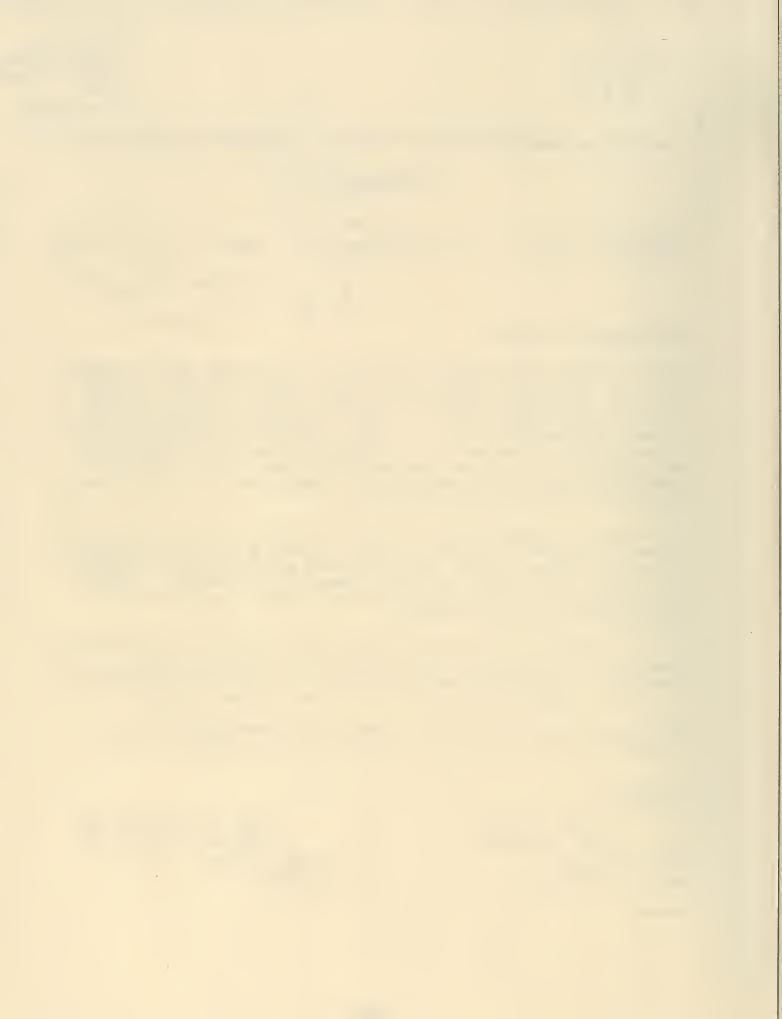
FRATERNALLY,

PAUL J. DIPIETRO SECRETARY/TREASURER STEPHEN F. LYNCH

PRESIDENT

PJD/ec







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